

Annual Report 2021

Indigenous Peoples Development Services -IPDS



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Introduction

The history of indigenous peoples around the world has often been marked by oppression and exploitation. Throughout the world today, it is widely recognized that indigenous peoples are among the most disadvantaged and vulnerable. Their land has been taken forcibly without their consent. Their culture and way of life are treated as inferior in the society. Thus they have become most marginalized people and poorest of the poor. Indigenous peoples are custodians of some of the most biologically diverse territories in the world. But they continue to suffer discrimination, marginalization, extreme poverty and conflict. Some are being dispossessed of their traditional lands as their livelihoods are being undermined.

Bangladesh is a country rich in many cultures and peoples of different nations. They are the Adivasis, indigenous peoples of Bangladesh. They are strikingly diverse in their culture, language, religion, traditions and patterns of social and economic life. In Bangladesh, there are more than 50 distinct communities living in the country for centuries and their population is over 3 million. Indigenous peoples are the main victims of violations of human rights in Bangladesh. For centuries they have been facing serious threats to their life and existence. Especially the human rights situation in the Chittagong Hill Tracts (CHT), in Modhupur forest under greater Mymensingh district and in Khasi hills under Moulvibazar district, indigenous peoples is under threat of eviction from their ancestral land. Thousands of indigenous young girls are migrating to the cities for searching jobs and many of them often face harassment and discrimination in beauty parlors, garments factories and private companies.

Indigenous peoples have also been facing eviction from their ancestral homeland by Eco-park projects. The right of indigenous peoples to land and the forest was ignored and thousands of false forest cases were filed against them. Many times indigenous women are the victims of sexual harassment and torture by the forest guards and police. They do not get justice from the law, due to cultural and racial discrimination.

Apart from violation of the fundamental freedoms and human rights, the most serious problems faced by indigenous peoples in Bangladesh include limited access to education, health, information and other social services, discrimination at the hands of non-indigenous people, including government functionaries and the imposition of other inappropriate and socially and economically destructive development projects. The Indigenous Human Rights Defenders and leaders often face violation of civil and political rights in the cause of struggle for their rights to land and natural resources.

There are some recent positive trends visible among civil society, intellectuals, NGOs, media and progressive individuals and politicians in Bangladesh towards indigenous peoples. They are raising their voices for support to indigenous peoples' rights. In recent years, the Education Policy, Women Development Policy, Sixth Fifth Year Plan, Budget documents and some policy papers have included indigenous issues. The Parliamentary Caucus on Indigenous Peoples in one of the positive steps for indigenous peoples. It can be said that indigenous issues are at least visible at national level. A culture of dialogue has been initiated at local and national level. But they have to go long way.

For all these efforts and achievements, Indigenous Peoples Development Services (IPDS) has played vital and key role in the country. This year, IPDS has successfully implemented its activities to aware indigenous and non-indigenous peoples about their rights. Series of community elder's conferences, youth and women gatherings, cultural exchange, training seminar on land, human rights and indigenous issues, media advocacy, social rally and campaign, cultural events, events of promoting tolerance and peace, youth conferences and other rights-based approach development were organized with indigenous peoples of the project area.

In this year, series of events were organized to support and strengthen the indigenous communities to develop their own support mechanisms. The majority community, civil society, NGOs, the media, women associations and councils, youth, individual experts and intellectuals and academics were engaged to raise voices for dignity of indigenous peoples. Relations and communications were built up between Adivasis and non-Adivasis to address indigenous issues. A special focus on indigenous women and youth was made. Human rights education program was done for school and college students.

Current Projects:

IPDS-MISEREOR Germany Project:

Project Title: Capacity Building of Indigenous Human Rights Defenders in Bangladesh

Project Goal, Objectives and Outcome:

▪ **Objectives**

- Indigenous human rights defenders are protected and successfully practice their opinions at different forums.
- Indigenous women and men's voices are heard and participate in decision making processes at local, national and international level.
- Indigenous values including culture, traditions, customs, land and languages are protected and conserved.

▪ **Output 1: Enhanced capacity of indigenous human rights defenders on UN human rights mechanisms and instruments to protect their rights.**

▪ **Activities:**

Activities: Capacity building training on UN human rights instruments, awareness raising on SDGs, human rights seminar, celebration of international days, building networks with national and global human rights defenders forum and human rights networks, support to local indigenous organizations to protect their rights and small initiatives.

Output 2: Indigenous human rights defenders including women take part in different tiers of decision making processes including traditional organizations.

Activities: Training of Trainers on management and leadership for indigenous women and youth, organizing workshop, quarterly/half yearly coordination meeting at local government and

administration, national level advocacy workshop with Parliamentary Caucus on Indigenous Peoples and National Human Rights Commission, connection and participation in the global platforms.

Output 3: Promoted indigenous values, culture, traditions, and languages and protected their lands.

Activities: Sensitization workshops for indigenous and non-indigenous students; promotional materials on indigenous human rights, life and livelihood, media advocacy; cultural events, youth and women conference, supporting land related cases & documentation, sharing workshop on the findings/recommendations of land related human rights violation cases.

Development context

The impact of the Corona pandemic continued in this period in Bangladesh. The Delta variant had a serious impact on the life of indigenous peoples. The economy was highly affected with uncertainty. Many indigenous workers who were involved in the informal job sector like garments worker, domestic workers, car drivers, sales girls, security guards, hotel workers etc., faced serious crisis. Many have lost their jobs. Some of them had to work without salary or less salary. In the first phase of Covid pandemic, government and some NGOs came forward with a little support with food items, medical items, cash money etc., but this support was fully absent in this period. So, the economic and survival challenges remain crucial for the poor and marginalized groups including indigenous peoples in Bangladesh. This will take a long period of time to recover fully.

In this project period, the Khasis and the Garos of at least five villages faced attack by the land grabbers and Forest Department in Dolukchora, Isachora, Jhimai, Kakra and Garaoni village. Their betel gardens were mercilessly destroyed. This was only livelihood of Khasi and Garo indigenous peoples there.

In this period, the Garos in Modhupur forest are in tension because of the Forest Department's project to build an artificial lake on their ancestral land. This land is a paddy field in Chunia village. Garos organized several protest rallies and meetings at local and national level. Press conference was held to protect the land. Minister elected from Modhupur sat in three meetings to allow Garos for building the lake. IPDS made a good coordination among indigenous community leaders including the Bishop of Mymensingh Diocese. Finally, the Forest Department is rethinking about this lake project. Still no cancellation announcement was declared. Indigenous peoples' organizations are ready to protect their land.

IPDS jointly with other indigenous organizations, civil society, media and church leaders addressed these issues. The Chairman of the National Human Rights Commission (NHRC) visited the Khasi area and met indigenous leaders. IPDS staff members were present in this meeting and raised the issues. The NHRC Chairman have given instructions to support indigenous communities in Moulvibazar region. After returning Dhaka, the Chairman of NHRC invited IPDS President to join a meeting to find how to solve the land problems of indigenous peoples in the plain land. A Report was given to the NHRC for the first time in history on indigenous issues.

Major activities done in this year:

Training on human rights, land rights and indigenous rights

IPDS organized two capacity building trainings on human rights of indigenous peoples' rights in this period. Social activists, youth and women leaders attended these trainings. The first training was held on 2 November 2021. The second training was held on 16-17 November 2021 at the A'chik Resource Centre in Haluaghat, Mymensingh.

The training contents included the concept of human rights, UN human rights mechanisms including civil and political rights, economic, social and cultural rights, indigenous peoples' rights, national legal issues, ILO Conventions related to indigenous and tribal peoples, minority rights, human rights defenders etc. Total 46 indigenous youth and women participated in these trainings.

Seminar workshop on indigenous issues

On 27 November 2021, IPDS organized a seminar workshop on indigenous issues at Betkuri Church Mission, Mymensingh. Total 53 participants attended this event. Among them 27 were women.

The main discussion was held on the human rights situation after the Covid 19 and its impact on indigenous peoples. Community leaders, youth and women leaders, church leaders and students participated in this seminar.

The participants discussed together their problems due to the Covid and found some concrete solutions how to support each other in the pandemic. They improved their communication and built network among each other to solve their problems locally.

Observation of the World's Indigenous Peoples Day

The UN International Day of the World's Indigenous Peoples was observed on 9 August at national level online. In this webinar, Members of the Parliament, prominent civil society members, human rights defenders, media, indigenous leaders and youth participated in the webinar. The speakers made emphasis on the need of strong advocacy to assert indigenous rights in this pandemic. More than 5,000 people viewed the webinar. IPDS organized a discussion on the Day on 16 August 2021 Askipara A'chik Resource Centre at local level. Total 32 selective social and cultural activists, development practitioners, community leaders and youth joined the event.

Observation of Human Rights Day

This Year the theme of Human Rights Day was "Equality: Reducing inequalities, advancing human rights." IPDS made a special focus on indigenous peoples' and their human rights.

On the occasion of Human Rights Day 2021, the National Human Rights Commission (NHRC) of Bangladesh organized a rally jointly with NGOs and civil society including IPDS and discussion on 10 December 2021. The rally was launched at 10.00 am in front of the Parliament. More than 60 indigenous men and women joined the event on behalf of IPDS.

At that programme, the Chief Guest, Honorable President of Bangladesh Abdul Hamid, made a valuable speech with a focus on equality. In her speech, the NHRC Chairman, Nasima Begum encouraged the participants for engaging constructively in a spirit of partnership with civil society and human rights defenders. More than 500 participants attended the programme.

IPDS also observed Human Rights Day on 29 December at local level in Haluaghat, Mymensingh and on 14 December 2021 at Kulaura, Moulvibazar District. The Day is observed every year to raise voice on promoting the human rights of indigenous peoples.

Support to indigenous community organizations

In this period, IPDS has supported five indigenous youth and community organizations for advocacy and capacity building activities. These organizations are active at local level for community development and promoting human rights.

Workshop with traditional organization and indigenous organizations

IPDS has organized a workshop with traditional organizations on 22 December 2021 at Boalmara school with indigenous representatives of elder's, women and youth.

In this event, the participants discussed on the overall present situation of Garo culture, threat of losing culture, and generation gap with elders, Covid issues etc.

This event helped indigenous peoples to strengthen their unity and solidarity for asserting their rights and building network. Total 40 participants joined this event.

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Meeting local elected bodies, media and civil society

IPDS has organized three meetings with local elected bodies in this period. The meetings were held on 3 November at Bhubankura Union Council, on 5 December at Jugli Union Council, and on 7 December at Haluaghat Union Council. The elected local Union Council Chairman and Members participated in the meetings.

Indigenous community leaders, women and youth also participated in the discussion. Total 26 elected members were present in these meetings.

Adivasi community leaders, women and youth also participated in the discussion. The major issue was to building relationship with local elected bodies, increasing safety net support for Adivasis, including women, elderly and widow etc.

Meeting with Parliamentary Caucus on Indigenous Peoples

IPDS organized a discussion on indigenous issues with the Parliamentary Caucus on Indigenous Peoples at national level on 2 December 2020. The objective of this event was to advocate with the Caucus, civil society, media and other stakeholders to aware and sensitize them on indigenous people's rights issues relating to COVID 19 pandemic. The participants made emphasis on the need of special measures for supporting and promoting indigenous peoples. They raised the issues on the need for a special indigenous policy at national level.

Fact finding mission

IPDS has organized a fact finding mission to the Khasi village in Kulaura, Mouvibazar from 20 to 22 September 2022. In this mission, IPDS staff, lawyers, civil society members, journalists and indigenous youth were in the team. There were eight members in the team. This team visited the Doluckchora village faced direct attack by the land grabbers backed by Forest Department and local criminals. The land grabbers attacked the Khasi village several times and destroyed their betel gardens, trees and livelihoods. The land grabbers attacked indigenous farmers and hurt them. National newspapers published the reports. Finally, the local Administration and Police came forward and supported indigenous communities. The Khasis were able to protect their lands temporarily. Final solution was not made. Legal cases were filled in the Court and Police Station.

IPDS also provided legal assistance to the victims. This Fact-Finding visit had inspired the villagers and increased their strength for protect their ancestral land.

Human rights education programme

IPDS has organized human rights education programmes for indigenous youth, students and community members. Among them, the social gathering in Dhaka city on 2-3 December 2022 was remarkable. More than 4,000 indigenous community members including youth and students participated in this event. In this event, indigenous youth and students living in the city became aware about their cultural rights and identity. The participants from majority community have become sensitized positively about indigenous cultures and traditions.

A discussion was organized in this gathering. The speaker spoke about the cultural rights of indigenous peoples, diversity and languages, social and economic issues and human rights.

On 4 November 2021, IPDS organized another human rights education program with the youth and students in Dhairpara village, Mymensingh. The participants discussed about their rights, human rights issues, and other challenges at local level.

Support for indigenous cultural event Wangala

IPDS organized the annual Garo cultural festival Wangala on 5 November in Askipara village, Haluaghat, Mymensingh. Village elders, women, youth and community members spontaneously participated in this festival. The Wangala is a thanks-giving ceremony to the Creator. Garos are grateful to the natural world for their survival. This program has an impact for protecting and preserving the nature and environment. Indigenous elders, women and youth participated in the

dance and music together. This is symbol of solidarity and community life. More than 400 people joined this event.

Legal support for violation of human rights

IPDS has supported five legal cases in this period. The cases are on land and forest issues. One case is the rape case. The rapists were arrested and sent into jail. IPDS is doing the follow up of the case.

Support for Human Rights Defenders

Four indigenous human rights defenders have received direct support for their activities on indigenous issues. This support has inspired them for upholding their work and address human rights issues.

Social and legal volunteers

Two legal volunteers were supported. They are active in their job in the local area and participating in events on indigenous issues and other social issues.

Regular meeting of human rights defenders

IPDS is regularly organizing formal and informal meetings with indigenous human rights defenders at local and national level. The human rights defenders are actively participating in emerging issues. In these regular meetings, they collect reports on human rights violations and try to address them.

Publication

On the occasion of International Day of the World's indigenous Peoples on 9 August 2021, a souvenir was published. The UN Secretary General delivered solidarity message for indigenous peoples. Good numbers of articles on human rights and indigenous issues have been published in this magazine

Impact (in the period under review)

The impact of the pandemic was worse in the economy of indigenous community. Still there is no good sign of reviving the economy. They have finished their savings to survive. Human rights violations on indigenous peoples including land grabbing was a great concern in the pandemic. The human rights situation of indigenous peoples and minorities is getting worse day by day. Many indigenous peoples who had lost their jobs, could not go back to their jobs. They did not have the permanent job. They were engaged in informal sector of the job market. This includes the Ready Made Garments (RMG) sector, beauty parlours (majority workers are indigenous women) and domestic service (maids, caretakers and guards). The lack of employment protection and benefits in these sectors has turned them into highly vulnerable situation.

One good thing is that the National Human Rights Commission (NHRC) is continuing to take positive steps for indigenous peoples' rights. NHRC asked for a report on land issues of plain land

indigenous peoples. A High Level Committee was formed led by the Convener of the Parliamentary Caucus on Indigenous and Minority Issues Fazle Hossain Badsha MP. IPDS President is a member in this Committee. A Report was submitted to NHRC. This is a good sign in our history. This may bring a policy change.

4. Overall assessment and outlook

In this pandemic, despite a big challenge, indigenous peoples are struggling to survive and running their community and family. Even in this Covid situation, indigenous organizations are trying hard to advocate for their human rights and development. IPDS is closely working with National Human Rights Commission (NHRC) on indigenous issues. IPDS President is a member of two thematic Committee of NHRC, one is Minority Committee and one is Business and Human Rights Thematic Committee.

The good thing is that at local and national level, indigenous youth, human rights defenders are strengthening their capacity to protect and promote human rights. Indigenous peoples' human rights are issue now and media is pointing this issue differently and positively in Bangladesh. Indigenous peoples are now becoming proactive in the defense of their human rights. Despite positive developments with media, civil society and NGOs, the political will is a serious concern for indigenous peoples, including lack of positive attitude by the bureaucracy.

Conclusion

In the context of human rights, indigenous peoples of Bangladesh will have to go long way. The good news in 2020 is that the government 8th Five Year Plan July 2020 to June 2025, Promoting Prosperity and Fostering Inclusiveness has included indigenous people's development issues significantly. Now, we should advocate for the inclusion of indigenous peoples in the implementation process. IPDS can play a good role for this advocacy.

The pandemic has greatly impacted the life and livelihood of marginalized people. Our beneficiaries are facing an uncertain future in term of their economy and survival. The human rights condition of indigenous peoples is fully in a challenge. There is no scope or priority in this pandemic to address the land issues of indigenous people. Considering all the challenges in this pandemic, IPDS is trying hard to mobilize indigenous communities and our beneficiaries to stay active and building stronger relationship and network among them and other civil society organizations.

Another positive side is that the, a group of majority Bengali community and civil society are now supporting Adivasi issues. At government level, there are still both negative and positive sides about the rights of indigenous peoples. Majority of the Bureaucracy is still in negative side for Adivasis. This government made promises to address Adivasi issues, land, forest, economic development etc., but nothing has been met in the last 13 years. Land and legal cases are still to be solved or addressed. No political or government steps have been taken against the existing forest cases. This is the main challenge for Adivasis. The problem of Khasis in the forest with Tea Companies has not been solved. The positive thing is that, in some extent, the Deputy Commissioner and local authority plays positive and supportive role for Adivasis. This is the strong point. The good thing is that in our working area Khasis and indigenous peoples are becoming more confident to face the challenges and protect their rights and existence. These indigenous initiatives need more support in future and at present.

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Date: April 13, 2021

A. Statement of Receipts and Payments

Project No.: **306-900-1212 ZG**

Project Title: Capacity Building of Indigenous Human Rights Defenders in Bangladesh.

	Period under review from July 1, 2021 to December 31, 2021	Total period from project commencement to date i.e. from July 1, 2019 to December, 2021
	Amounts in national currency	Amounts in national currency
<u>Receipts</u>		
I.1 Balance (surplus or deficit) of last statement + / -	55,304	
I.2 Misereor Disbursement(s) / KZE disbursement(s)	2,629,774	11,897,860
I.3 Misereor disbursement(s)		
I.4 Third-party contribution(s)		
I.5 Local contribution(s)	239,000	994,987
I.6 Interest earned		
I. Total receipts	2,924,078	12,892,847

Payments (itemised according to cost plan)

II.1 Non-recurrent expenditure		371,686
II.2 Staff costs	1,393,000	6,567,000
II.3 Project activities	821,403	3,773,903
II.4 Project administration	370,724	1,841,307
II. Total payments	2,585,127	12,553,896
III. Balance (I. - II.) + / -	338,951	338,951
Reconciliation of balance:		
bank	338,640	338,640
cash	311	311
Sundries (cheques not yet cashed, advance payment, loans etc.; if necessary please explain)		
iv.		

Add up-to-date narrative Progress Report (covering measures and activities implemented, results achieved, difficulties encountered, etc.; cf. General Agreement Art. 2.3).

IPDS-International Labour Organization-ILO Joint SDGs Project

Project Title: Enhancing social protection for female tea garden workers and their families in Sylhet division.

Reporting Period: January, 2021 to January, 2022

Brief description of the project:

The joint programme of the Government of Bangladesh and four UN agencies, female tea garden workers and their families in Sylhet Division, one of the most left behind population groups of the country, will enjoy strengthened and more coordinated access to national social protection coverage and local social services, in a more empowering and non-discriminatory environment contributing to decent work. Building on existing Government and private sector efforts and agency programmes, a policy shift to be achieved with this partnership-focused initiative will consist of Government progressively strengthening coordination of social safety nets and social services and enhancing regulation of service provision by tea garden owners who perform functions as direct duty bearers for basic social services, notably health, as well as for education. On the ground, the women, who make up about 65% of the approx. 360,000 tea garden workers, and their families, as well as trade unions, will be more empowered to claim their rights to social protection and development, information and participation, as well as labour rights.

A combination of upstream policy and legislative advocacy, dialogue and coordination; data generation, analysis and coordination; capacity development for increased system strengthening, service delivery and access, and individual and institutional empowerment and skills training, will be jointly carried out by partnering agencies ILO, UNICEF, UNFPA and UN Women with substantive support and coordination from the UN Resident Coordinator's Office. The programme strategy builds on an analysis of root causes and manifestations of long-standing challenges that partnerships between Government, private tea sector businesses, trade unions and the UN are committed to address, with empowered participation especially by the female tea garden workers. The programme should generate synergies that may eventually contribute to a multiplier, upscaling effect on other extremely poor groups, including tea garden workers in other parts of the country, notably Chittagong.

Outcome of this project:

Outcome: By 2022, tea garden workers and their families, especially women, enjoy increased social protection in health, education and decent work and access and use of quality public services in a safer and more empowered environment.

Out puts of this project:

1. Government has improved capacity to identify and address the gaps in social protection policies, Bangladesh Labour Law and other relevant laws, and to prioritize actions for tea garden workers, particularly women.
2. Public service providers, including Government and tea garden owners, have improved capacities to implement services/programmes mandated in the laws and policies to improve

living and working conditions of tea plantation workers, especially women and their family members.

3. Tea garden workers and their families, especially women and children, are empowered with increased awareness and knowledge of human rights and labour standards to access public services including family planning, child and maternal health and nutrition, education and skills training, water, sanitation and hygiene, and child protection services.
4. Tea garden workers, notably women workers, have increased capacity to negotiate and exercise collective voice to influence policies and hold the Government of Bangladesh and the Bangladesh Tea Association accountable for integration of tea garden workers in the national social protection system.

Major Activities:

1. Organize advocacy workshops/national discussions on proposed amendment of policies and laws with relevant ministries and department including BTA by end of 2021
2. Support relevant stakeholders to initiate Tripartite/bipartite action plans covering decent work, health, education and gender issues including maternity leave/breastfeeding issues at workplace by end of 2021
3. Conduct capacity building training for DIFE, Labour Department and, garden managers, Bangladesh Tea Association and relevant govt. entities to ensure Occupational Safety and Health compliance in the tea garden
4. Conduct capacity building training on the practices of freedom of association, collective bargaining and sound industrial relations for tea garden workers particularly women at Panchayet, Valley and Central Committee level of Bangladesh Cha Shramik Union
5. Conduct trainings on negotiation skills, management and leadership for tea garden workers particularly women of Panchayet, valley and central committee leaders of Bangladesh Cha Shramik Union

Major activities have done this year:

RBTC activities

- A. Bangladesh Cha Shramik Union leaders built their capacity to participate in the work of the Minimum Wage Board and engage in collective bargaining for the 2020-2021 agree for the tea sector

IPDS with support of ILO and Bangladesh Cha Shramik Union organized capacity building trainings for Bangladesh Cha Shramik Union (BCSU) leaders (Central, Valley and Panchayet level). IPDS and BCSU leaders maintained the COVID-19 precautionary measures in Sylhet and Moulvibazar district. The training highlighted on the collective bargaining procedures and analysis. Bangladesh government has formed the Minimum Wage Board for determining the minimum wages for the tea sector after one decade. The board has nominated one representative from Bangladesh Cha Shramik Union to take part in the consultation process. The training sessions highlighted key strategies for presenting the charter of demands, reference documents, relevant clauses/articles of Bangladesh Labour Law, Bangladesh Labour Rule and other relevant policies

related to the rights of tea garden workers. Bangladesh Cha Shramik Union leaders with support of training facilitators drafted the key points to raise in the consultation process. Bangladesh Tea Association also holds biennium collective consultations. A total of 46 participants including 12 female leaders took part in the training.

B. National level evidence-based policy dialogues for promoting ILO C169 and C107 organized with support of indigenous organizations and Parliamentary Caucus of Indigenous Peoples by 2021

Parliamentary Caucus on Indigenous Peoples and Minorities organized national level dialogue to promote the ILO C169 and C107 in August 2021 and December 2021. Research and Development Collective, Secretariat of Caucus along with IPDS and Bangladesh Indigenous Peoples' Forum organized the events. The Parliamentary Caucus members, civil society members, media, indigenous peoples' organization, ILO Country Director and representative from Human Rights Commission attended the workshops. The dialogues highlighted the importance of the C107 and C169 for promoting and protecting the rights of indigenous and tribal peoples in Bangladesh. Bangladesh is party of C107 and reiterated commitment to take appropriate actions to ratify the C169 in the 7th & 8th Five Year Plan and last cycle of UPR. The Parliament Members urged government to review the upgraded version of ILO C169 and take measures for ratifying the only International Labour Standard for indigenous and tribal peoples. The civil society representatives, MPs and indigenous leaders recommended for continuous advocacy initiatives and training on the C169 so that MPs and high officials are briefed and have proper analysis on the application of the convention.

C. Training and workshop between Bangladesh Cha Shramik Union and NCCWE

ILO and IPDS jointly organized a workshop for the first time to strengthen the networking and organizational capacity of Bangladesh Cha Shramik Union. Around 56 representatives from Bangladesh Cha Shramik Union (BCSU) leaders and National Coordination Committee for Workers' Education (NCCWE) participated in the workshop that held on 17 November 2021 at Rose View Hotel in Sylhet. As the NCCWE is key constituent of ILO and get privilege for raising the issues of workers side so the workshop participants strongly recommended for bringing the labour rights, fair wages determination and improving decent work in the tea sector. BCSU leaders also highlighted the collective bargaining process and minimum wage fixation process where the NCCWE and Shramik Kormochari Oiko Parishad (SKOP) leaders can play vital role for creating pressure from their platforms.

Another daylong training workshop was held on 15 November 2021 at Rose View Hotel, Sylhet with tea community youth. The training workshop highlighted the importance and role of youth in creating congenial atmosphere among the tea communities with their active participation in different socio-cultural programmes. Around 40 tea community youth participated in the training workshop. Deputy Director, Youth Department, Sylhet, Human rights activist, cultural activists and media personal facilitated the session.

UN SDG JP activities

D. Capacity building training

IPDS conducted 10 numbers of training on negotiation skills for Bangladesh Cha Sramik Union including Panchayet, Valley and central leaders.

On 29-31 March, 2021 two training for Panchayet, Valley and central leaders including women were held at BRAC Learning Center in Sremangal. Total 59 participants from panchayet, valley and central leaders were participated. On 29th in first batch 30 participants from different tea gardens of Balishira valley were attended. 18 were female and 12 were male. On 30-31 March in second batch total 29 central committee members of Bangladesh Cha Sramik Union leaders were attended. Master trainer on bargaining and negotiation, Mr. Nahidul Islam, Deputy Director of Labour, representative from DIFE and Mr. Alexius Chicham conducted sessions on different topics in these trainings. From 29 participants 7 and 22 were female and male respectively.

Another 22 batch daylong training were held in different valleys for panchayet and valley leaders on practice of freedom of association, sound industrial relation in tea sector.

On 12 and 13 June at Balishira valley in Sremangal, on 14 and 15 June at SHED training center, Manodhulai valley in Kamalganj and 16 and 17 June at Longla valley in Kulaura, 22-24 June, 25-28 August, 14-15 January, 2022 in different valleys. Valley and Panchayet leaders including women and workers were participated in these training sessions. Mr. Rambhajan Kairi, General Secretary, Mr. Pankaj A Kanda, Vice President, Mr. Poresh Kalindi, Treasurer of Bangladesh Cha Sramik Union central committee, Government officials, Mr. Ripon Banai, PC, IPDS conducted sessions on different topics in these sessions. Total 674 participants were participated where 378 participants were male and 296 were female.

In Sylhet valley at Caritas Training room two daylong trainings were held on practice of freedom of association, sound industrial relation in tea sector on 23 and 24 July, 2021. In Laskorpur and Jury valley other 4 trainings were held. On 25 and 26 July, at Jury valley and 27 and 28 July, 2021 at Laskorpur valley. All these training focused on collective bargaining, practice of freedom of association, sound industrial relation in tea sector. Mr. Komal Bunarjee, Presedent of Jury valley, Mr. Raju Guala, President of Sylhet valley, Secretary, vice president and other members were attended. Two training on August, on 5-8 and 30-31 October at Sremangal, 11-12 December, 12-14, January, 2022 at Sremangal. Total 386 participants including women and youth were attended. Among the participants 199 were male and 187 were female.

Among all these 32 batch trainings, a total of 1060 participants attended where 483 were female and 577 were male.

- E. Design and implement a pilot short course skills training including entrepreneurship, apprenticeship and green job-related skills for tea garden workers particularly women linking with industries:

IPDS Supported tea garden students/trainees who are admitted to different technical school and colleges in Sylhet division. They receiving different types of courses like welding, tailoring and

industrial sewing, electric and refrigeration, auto mechanic, computer graphic design, electrical installation and others.

F. Coordination Meeting

For better understanding and effective implementation of the project activities, IPDS arranged coordination meetings with the Bangladesh Cha Sramik Union-BCSU. Total 2 coordination meetings were conducted in presences of the central committee members of Bangladesh Cha Sramik Union-BCSU in Sremangal Labour house. General Secretary of BCSU Mr. Rambhajan Kairi, Vice president Mr. Pankaj Kondo, treasure Mr. Paresh Kalindi and Mr. Bijoy Hazra were made advice, comments and recommendations to smoothly implement the activities.

G. Other activities

In addition, IPDS participated and arranged several meetings with other implementing partners for better coordination and implementation of this project activities. IPDS is also actively participated during the joint monitoring visit in Sylhet and Moulvibazar on 7th to 12th March, 2021.

Achievements: Recommendations, Findings and lesson learns of this project:

➤ Recommendations:

- Need to amendment the discriminatory article of Bangladesh labour law against tea labour.
- Capacity building of tea garden workers on basic human rights, labour rights, negotiation skills, collective bargaining, management and policies.
- Strengthen the leadership skill and network among central, valley, panchayet leaders and tea garden workers.
- Building sound industrial relation in tea sector particularly owner, workers and government.
- Support to strengthen Bangladesh Cha Sramik Union to building their capacity.
- Build linkage between tea workers and national associations, trade union, employers association, civil society, media etc.
- Series of awareness raising programs for tea workers about their rights including government safety net and other facilities.
- Organize interactive dialogue between tea workers, national worker association, trade union, employers association and government.

➤ Findings:

- Lack of awareness about basic human rights, labour rights, policies etc.
- Lack of leadership skills of Panchayet, Valley and Central leaders.
- Lack of appropriate laws and policies for tea garden workers.

- Lack of budget allocation for indigenous and tea workers.
 - Lack of initiatives from government and development partners towards tea community people.
 - Lack of access to justice.
 - Lack of education, health and sanitation etc.
- Lesions learned:
- Dialogue with government, trade union and associations are helpful.
 - Employers (BTA) are always supportive and engage themselves when they find their business profits;
 - Continuous dialogue in congenial environment and shared issues between owners and workers are very useful.
 - Evidence based dialogue with BTA/BCSU can bring fruitful results
 - Knowledge and information of capacity building trainings, meetings, seminars, workshops etc. are very effective for asserting rights through collective bargaining.
 - Human rights based project requires long-term development/interventions; it is not a short-cut approach;
 - Capacity building trainings, meetings, seminars, workshops etc. are very effective for asserting rights.
 - Information dissemination about basic human rights, labour rights, polices are essential.
 - Linkage and building relationship with government, trade union and employer associations are important and useful.
 - Dialogue between owners and workers are very useful.

Observation of the Human Rights Day-2021

Bangladesh Cha Shramik Union organized a rally and discussion meeting to mark 10 December 2021 as Human Rights Day in Sreemangal with support of UN Resident Coordinator's Office, Bangladesh facilitated by Indigenous Peoples Development Services (IPDS) for establishing the rights of tea garden communities in Bangladesh.

This year the theme of the UN was “Reducing inequalities, advancing human rights”



Mr. Pankaj Kondo, Vice-President of Bangladesh Cha Shramik Union presided the discussion meeting while Mr. Alexius Chicham, National Project Coordinator, ILO was present as chief guest. Mr. Porag Barai, Adviser of Bangladesh Cha Sramik Union, Mr. Poresh Kalindi, Treasurer, Mr. Bijoy Hajra, President Balisera Valley, Mr. Ripon Banai, Project Coordinator, IPDS and Ms. Toma Kanu, University going youth women from tea community spoke with others in the event that held at the hall room of Mohosin Aditorium, Sreemangal, Moulvibazar. **Ms. Toma Kanu told in the meeting that ‘the human rights situation of tea workers is never ending stories. Tea women workers face every day violations of human rights in fulfilling their necessities, experience-abusing words by the garden Babus (Managers) and even from the male supervisors in the sections for raising any issues related to our wages. We have no toilets and drinking water facilities in**

the work place where we pluck tealeaves. The wages that we get BDT. 120 Taka does not meet our family needs. So how can we dream of better life?’

‘The tea garden workers are the victim of structural human rights violations in centuries. We have nowhere but to stay within the tea estates as lifelong bondage labour. We have no piece of land for our generations and obliged to maintain the traditional profession for securing the housing facilities for generations’ Mr. Pankaj Kondo, Vice President, BCSU said in the meeting.



Mr. Alexis Chicham, Chief Guest of this event said that human rights situation in tea garden is not satisfactory. They are facing many problems and challenges in their life. Inequalities are still happening. UN agencies particularly SDG join programme is an initiative to address these issues and acting with government line department to ensure the basic fundamental human rights of tea community people.

Bangladesh Cha Shramik Union brought out a colourful rally in the city and chanted slogans for fulfilling the fundamental rights of tea garden communities in Bangladesh. More than hundreds of tea workers from different tea gardens participated in the rally and discussion meeting”.



IPDS-GIZ Project
Access to Justice at Community
Reporting Period: July to December 2021

Activities Report:

- Participation in virtual welcome meeting organised by GIZ on July 5, 2021

GIZ organized a virtual welcome meeting on 5 July 2021. All partner organizations have participated this programme. Mr. Sanjeeb Drong, Executive Director, Ms. Tuy Labanna Mrong, Program Focal Person and Mr. Ripon Chandra Banai, Coordinator Monitoring and

Evaluation Officer have participated in this virtual meeting from IPDS. Mr. Sanjeeb Drong, Executive Director thank GIZ for including IPDS in this project. He said, IPDS will work for Access to Justice focusing indigenous peoples, tea garden and other vulnerable groups in Mymensingh and Moulvibazar District.

- Participation in the virtual meeting on Joint Strategy for Starting of Access to Justice at Community organised by GIZ

GIZ organized a virtual meeting on strategy for starting of Access to Justice at Community with IPDS staff on 6 July 2021. Total 7 staff of IPDS have participated this discussion meeting. The meeting title was Development joint roadmap with Indigenous Peoples Development Services (IPDS). There was discussion on overview the project objectives, activities and outcomes and implementing strategy. Some decision has taken in this meeting.

The decision of the meeting is given below:

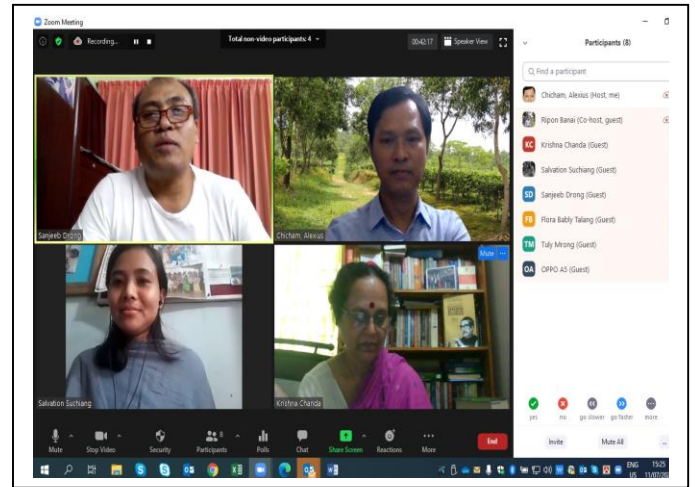
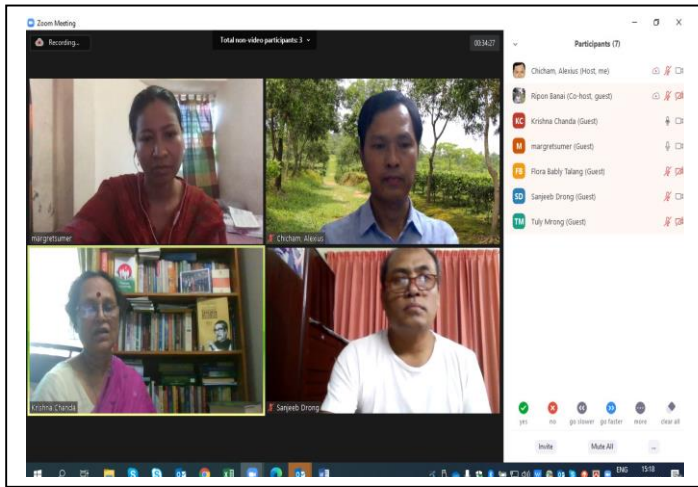
- The Project Staff Recruitment will be completed by 15th July, 2021. The contract recruitment letter (including code of conduct and JD with signature) will be sent to GIZ as soon as possible.
- The Procurement process following IPDS procurement rules will be completed as soon as possible.
- The purchase of Mobile phones will be completed by 15 July.
- The Flowchart/GANTT chart will be prepared and sent to GIZ by 11 July 2021.
- Orientation programme for new staffs on IPDS will be done by 20 July 2021.
- Fact Sheet and other documents from GIZ will be received by 30th July 2021.
- IPDS and GIZ will organize a joint Project orientation by 10th August, 2021.
- Identifying and selecting the Restorative Justice Facilitators (RJF) and Community Volunteers (CV) group according to specific criteria will be completed by 30th July 2021.
- Organizing the Foundation Training on Basic Law, Gender, ToT on restorative justice and other issues for project staff by 30th august, 2021.
- Organizing and facilitating the training course for RJF on restoratives justice at Upazila level by 15th September, 2021.
- Organizing the Project orientation for community volunteers at Union level by 22nd September 2021.
- Organizing and facilitating the Project Orientation for stakeholders by the last week of September 2021.
- Preparing and submission of Activity Flow Chart/Gantt Chart (final copy need to be attached)

IPDS has developed a Gantt Chart for the month of July to August 2021 and submitted to GIZ on 13 July 2021 by email. Attached the Gantt Chart with this report.

- Recruitment process:

Activities	Completion date	Remarks
Date of advertisement	8 July 2021	The job advertisement was circulated on 29 June 2021 in various networks such as IPNewsbd.com, IPDS Facebook page, email to various NGOs, Church, Local traditional indigenous organization, individual social media and Networks. The job advertisement was attached with report.
CV sorting and preliminary selection of candidates for written test/interview	9 July 2021	
Formation of joint interview board	20 June 2021	Name of members of the interview board <ol style="list-style-type: none"> 1. Mr. Alexius Chicham, Convener of the Committee, IPDS Board Member 2. Ms. Flora Bably Talang, Member of the Committee, IPDS Board Member 3. Ms. Tuly Labanna Mrong, Member of the Committee, Programme Coordinator GIZ representative: Ms. Krishna Chanda, National Project Coordinator Role of Law, GIZ Bangladesh
Written test/interview	30 June 2021 for former IPDS staff and 10 July for new staff	Zoom/Google Meet/ MS Teams Zoom Written test of the candidates from Mymensingh District was taken physically
Final selection of candidates	30 June 2021 and	Five number of IPDS former staffs are recruited from 1 July

	14 July 2021	2021 Total 20 candidates are recruited from 15 July 2021
Sending appointment letter to the selected candidates	1 July and 15 July 2021	
Joining of project staff	1 July and 15 July 2021	



Oral test for the post of M&E Officer





Preliminary Introductory meeting with new staff was held on 22 July 2021 and distributed mobile phone set to all project staff.



Written test for the post of Community Paralegals at Dhobaura and Haluaghat



Preliminary Introduction meeting and distributed mobile phone at Haluaghat Office



Preliminary Introduction meeting and distributed mobile phone at Kulaura Office

- Other activities done in July 2021
 1. IPDS staff from Mymensingh District has collected local elected bodies name list and mobile number.
 2. Identify some social conflict issues from working areas.

Introductory meeting of IPDS:

IPDS organized a virtual meeting on 2 August 2021 with all GIZ project staffs, IPDS management and Program Focal person. The discussion agenda are given bellow:

- RJF & CV selection
- Work plan of GIZ
- TOR
- Project orientation
- Procurement

Introductory Meeting of GIZ:

Introductory Meeting of GIZ with all partners was held on 3 August 2021. The meeting facilitated by GIZ. In the meeting the following issues are discussed:

- Recruitment update
- Rapport building process with community actors
- Selection process & criteria of RJF and CV
- Monthly individual work plan
- Monthly report
- Procurement of furniture, mobile and office equipment
- Project staff orientation

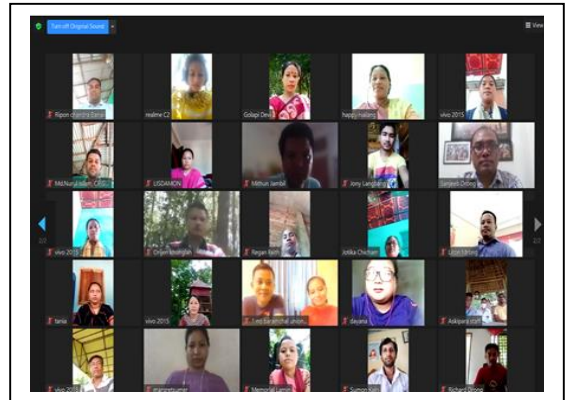
As per discussion, we received few documents through the email from GIZ. The documents are as follows:

- Guideline for rapport building with community actors and collection of information through transect walk
- Monthly individual activity plan-August 2021
- PNGOs' staff information format
- Selection process & criteria of Restorative Justice Facilitators (RJFs) & Community Volunteers (CVs)
- Profile of Restorative Justice Facilitators (RJFs)-format
- Profile of Community Volunteers (CVs)-form

Orientation for project staff:

Indigenous Peoples Development Services (IPDS) organised a virtual orientation meeting on 5 August, 2021 for newly appointed project staffs under Access to Justice at Community Project. All IPDS staffs were participated in this meeting. The agenda are given below:

1. Overview on IPDS organization & running project of IPDS
2. IPDS code of conduct
3. Organization policies and Due Diligence
4. Project objectives of Access to Justice at Community



Virtual meeting with GIZ and PNGOs

GIZ organized a virtual meeting on 11 August 2021 on upcoming Project Orientation Programme. All PNGOs have participated in this virtual meeting. In the beginning Sukarna Abdullah from GIZ delivered welcome speech and brief the meeting objectives. From the GIZ staffs facilitated on the following meeting agenda's:

- Orientation calendar
- Features of orientation modality
- Orientation on MS team system
- Roles and Responsibilities of PNGOs for organizing orientation
- List of Materials for Orientation programme
- Training venue and logistic facilities

Coordination meetings with Focal Person, GIZ

A Coordination meeting was held on 12 August 2021. Ms. Krishna Chanda, National Coordinator, GIZ joined the meeting. District Project Officer (DPO), Monitoring & Evaluation Officers and Programme Focal Person from IPDS were joint the meeting. The discussing agenda are given in Short.

1. Orientation Calendar
2. Roles and responsibilities of PNGO'S
3. Budget
4. Others

The decision of the meeting as follows:

1. Date fixed for orientation (1) IPDS Moulvibazar on 23 August,2021 and (2) IPDS Mymensingh on 24 August,2021.
2. Selection of co-facilitator and organizer for orientation programme.
 - (a) Orijen Khonglah as Co facilitator and Catharin Jeslina Pohlong as Organiser for Kulaura, Moulvibazar District
 - (b) Probin Snal as Co facilitator and Alem Chisim as Organiser for Haluaghat, Mymensingh District.

3. Budget details
4. Check list material for programme.
5. Banner, Schedule and all documents send by GIZ.

Final Planning Meeting:

GIZ organized a virtual final planning meeting on 19 August 2021 for project orientation programme with PNGO from 9:00 to 11:00 am. The discussion issues are given below:

- Place selection for orientation
- Access to other facilities for orientation.
- To keep prepare logistic support
- Alternative option use to effective orientation
- Completion all preparation.

Invitation for MS Teams Orientation:

Invitation for MS Teams Orientation was held on 22 August, 2021 with project staff of PNGOs. Abdullah All Noman was presented as Resource person, IT professional, rule of law program, GIZ Bangladesh. All project staff of IPDS joined the orientation.

Preparatory Meeting with Co facilitator and Organiser:

GIZ organized a preparatory meeting with co facilitators, organizers and IPDS management on 22 August, 2021. The discussion points are given in details

1. Preparation of day long project orientation
2. Final Check list venue and materials
3. Responsibilities of Co-facilitators and Organizer's

Day long project orientation for project staff

A day long project orientation programme was held on 23 August 2021 at IPDS office meeting room, Kulaura, Moulvibazar District. Total 13 staffs from IPSS took part the programme. Among them 6 were women.

Mr. Orijen Khonglah, Project Coordinator has appeared as Co –facilitator and Ms. Catharin Jeslina Pohlong, Programme Organiser from IPDS as organizer in this programme.

Resource Person:

Ms. Krishna Chanda, National Coordinator, GIZ, Mr. Syed Ziaul Hasan, Rule of Law, Team Leader, GIZ, Mr. Chanchal Mukherjee, Role of law expert GIZ, Mr. Reajul Hoque, Communication Team Leader GIZ, Ms. Sukarna Abdullah, GIZ and Mr. Ariful Islam, GIZ have facilitated the entire orientation programme.

Programme Contents:

- Overview of GIZ activities at Bangladesh

- Program key activities
- Context, philosophy, interventions and key results of activities under access to justice at community.
- Detailed activities of access to justice at community
- Selection of Restoratives Justice Facilitator (RJF) and Community Volunteers (CV).
- Rules and responsibilities of District project Officer (DPO), Monitoring and Evaluation Officer (MEIO) and Community Paralegal (CP).
- Coordination, Case study and Reporting

Welcome session:

At the beginning of Project Orientation, Krishna Chanda, National Coordinator, GIZ delivered welcome speech. She said, the day is pleasant. We are going to work together with Indigenous peoples, tea garden peoples, marginalized, vulnerable groups and Dolit to establish justice in accordance with project activities. RJF and CV are main actors in our project. Total 10 organizations are involved with the project. We love human beings. We are committed to access justice at community including improved legal aid services and alternative dispute resolution.



On behalf of GIZ as the opening speaker **Syed Ziaul Hasan, Rule of Law, Team Leader, GIZ** delivered his speech in the orientation session. He thanks and welcome IPDS specially Sanjeeb Drong, Executive Director of IPDS. Details are given below as bullet item:

- Social, Politics, economic, culture and religion – all aspect are related with human beings.
- Rule of law is strongly connected with every aspect.
- We will learn from you and you will learn from us.
- We will dispute resolution through local people.
- To work separately or jointly
- To Support legal aid service in urgent
- We have to face challenges but need to apply strategies and overcome challenges
- To justify the duties of RJF and CV
- To coordinate both organizational staff between IPDS and GIZ
- To build network with the stakeholders
- To reveal the project results.

In the orientation programme, **Sanjeeb Drong, Executive Director, IPDS** delivered welcome speech. He said, we have been working for the betterment of the marginalized people especially indigenous peoples, tea community and other backward sections in the society. Mentioning all the

new staffs, he also said that we all together are going to work for those people who are depriving to get proper justice as well as human rights. This project with GIZ is going to intervene in the community on the issues of humanitarian and access to justice. He thanked to GIZ for taking this initiative such noble works for the marginalized people. He also expressed with hope that IPDS and its staffs will do better jointly to achieve the targets of this project.

Presentation Session:

Chanchal Mukherjee, Role of law expert, GIZ has presented on Overview of GIZ Bangladesh, Evolution of Rule of Law, Programme and key activities in the project orientation. Discussion and presentation are given below shortly.

- Why do you know about partnership? Throwing a question to the participants.
- Good governance, Development, Rule of Law and Human Rights in order to effectively reach targeted groups.
- Adaptation to climate change in urban area.
- Renewable energy and energy efficiency
- Staff capacity building to play effective role among the Community Paralegals at grassroots level.
- Support referral to legal aid, social safety net and other services at community level through RJF with the support of Community Volunteers.
- Awareness rising on social issues, legal and information facility in order to get justice in the community.
- Undertake Policy advocacy if it is needed or necessary collaborate with GIZ on district and national advocacy.
- Support GIZ initiated research activities as and when relevant.

Reajul Hoque, Communication Team leader, GIZ facilitated on context, philosophy, interventions and key results of activities under access to justice at community in the project orientation. The main points are focus as bullet item:

- The major problems of Indigenous peoples in Bangladesh are right less own their land.
- All citizens are equal in the eye of law. (Bangladesh Constitution Article - 27)
- The Bangladesh Government's key national strategy document in the Eight Five-year Plan (2021 - 2025).
- Sustainable Development inclusion peace and justice.
- 4% of Bangladeshi report they would go to the police if they were victims of crime, only 9% would go to the court, 30% of the conflicts would be handle with more effectively, timely and satisfactory through dispute resolution mechanism at community level and 34 million cases are pending or ending unsuccessfully or hanging a long time.
- Every door is right door but to know how to knock it.
- To form CBO, Federal, DPO and organization as women friendly.
- Establish restorative justice system at community level to access justice through RJF with the support of Community Volunteer.
- Communication with district Legal Aid Service office and different government offices.
- Referral to assistance, social safety net programs and other services to the communities.

- Awareness raising on legal and social issues and information facility for the people of community.
- 'By the community for the community and we do not give service but we build strong relation' – It will be motto during project implementation period.



Krishna Chanda, National Coordinator, GIZ discussed details on activities of access to justice at Community (What, with whom, and when) and selection of RJF and CP during the project orientation.

- In order to effectively implementation project activities and targets are sharing according to action plan with deadline.
- Selection criteria of RJ Facilitators and Community Volunteer.
- Total 18 RJF are selected from each union included 9 wards from 2 persons 1 of male and the rest of female 1.
- As the selection criteria 36 persons

will be taken as Community Volunteer in the project from every ward 4 persons 2 of them are male and the rest of female 2 that means 50% male and 50% women.

- Voluntary minded, dependable and acceptance person at community level.
- 30 to 60 age is illegible for RJ facilitator.
- Having a vast experience on dispute resolution.
- Enthusiastic and imperial person will be selected as RJF and CV
- Writing and reading skill will be priority as RJF and CV.
- Indigenous, tea garden people, handicap person, third genders, vulnerable group and Dolit will include in the project.

Sukarna Abdullah, GIZ facilitated about Roles and responsibilities of project staff such as District Project Officer, M & E Officer and Community Paralegal in the orientation session.

- Discuss how to implement project activities at ward/ union level.
- Visit relevant field, relation build up and collection information.
- To arrange training for RJF and CV.
- To arrange training for local stakeholders.
- Justification of collected information to finalize the list of RJF and CV and to assist DPO.
- Submitted from GIZ result tracking format study and discuss with project staff.
- Project related information collection and documentation.
- Allocation working area among the Community paralegal, report analyses that preservation for future as required.

Ariful Islam, GIZ facilitated on coordination and reporting in the Project Orientation. The discussing points are given below:

- How to arrange coordination meeting at ward/ union level. After implementation activities how to prepare report and case study.
- Coordination, limitation overcome, target achievement, identify limitations, prepare action plan for next month and coordination with all staff.
- Coordination with BRAC and BLAST, Agenda prepare for the meeting of DLAC and CCC, local problems identify and apply new idea strategic to overcome it.
- Collected information justified by M & E officer and primary report preparation and information preservation by DPO.
- All sorts of reports are compiled Programme Focal Person and sent it to GIZ.

Closing session:

In the closing session all participants took part in the evaluation. They made comments on their expression.

Salvation Suchiang, Community Paralegal said I thanked GIZ to give us this opportunity. We came to know about project activities, about GIZ, their journey, rules and responsibilities of Project staff clearly.

Jony Langbang Community Paralegal said, In the project orientation I am clear about project activities as my expectation. I am not clear some topics and terms which I will clear after project implementation. Hope we will run the project very well in the next. The session was very tightly if the time increase after the lunch.

Joyanto Lawrence Raksham, DPO said, the project orientation programme was excellent. We introduced with a new process how to have meeting virtually. GIZ has created the opportunities how to carrying out project activities during the pandemic situation. We came to know overview of GIZ Bangladesh, key activities, targets, results, stakeholders and rule and responsibilities of project staffs. I thought that the virtual project orientation was successful as physical training.

Margret Sumer, M&E Officer said, in this orientation, I came to know about GIZ that are engaged with law related activity. Before having the training, I have no experience about law but now, I knew about it. If anyone wants helps about their cases of course I will able to help them now. I would like to thank all trainers especially Krishna Chanda for her excellent presentations, encourage and the project orientation made us enjoyable.

Another Orientation programme was held on 24 August 2021 at St. Andrews High School Hall Room, Haluaghat, Mymensingh District. Total 15 participants were attended. Among them 9 were women. In the orientation programme Mr. Probin Snal from IPDS attended as co-facilitator and Mr. Alem Chisim was as organizer.



Community Paralegal (CP).

- Coordination, Case study and Reporting

Program Contents:

- Overview of GIZ activities at Bangladesh
- Program key activities
- Context, philosophy, interventions and key results of activities under access to justice at community.
- Detailed activities of access to justice at community
- Selection of Restorative Justice Facilitator (RJF) and Community Volunteers (CV).
- Rules and responsibilities of District project Officer (DPO), Monitoring and Evaluation Officer (MEIO) and

Resource Persons:

Mr. Mustafizur Rahaman, GIZ, Mr. Chanchal Mukherjee, Role of law expert, GIZ, Ms. Khirsna Chanda, National Coordinator, GIZ and Hasan Tareq, GIZ were facilitated the entire orientation programme.

Welcome session:

At the beginning **Sanjeeb Drong, Executive Director, IPDS** delivered welcome speech. He said, it is a great opportunity to work jointly with GIZ for marginalized and vulnerable groups. Mentioning all the new staffs, he also said that we all together are going to work for those people who are depriving to get proper justice as well as human rights. This project with GIZ is going to intervene in the community on the issues of humanitarian and access to justice. He thanked to GIZ for taking this initiative such noble works for the marginalized people. He also expressed with hope that IPDS and its staffs will do better jointly to achieve the targets of this project.

Presentation session:

Chanchal Mukherjee from GIZ delivered warm greetings to all and opening speech. He briefly discussed about mission, vision, objectives and activities of GIZ and access to justice project activities. He also argues why needs this training for IPDS staff and what will be they learn from training. He also described on overview of GIZ details.

- The work of GIZ started from 1972 after the countries independent in Bangladesh
- GIZ Concentrates on three priority areas in Bangladesh (Good governance, Rule of law and Human Rights, Adaptation of climate change in Urban Areas and Renewable Energy and Energy Efficiency).

GIZ Program Focal Person **Krishna Chanda** facilitated on key result of the activities under access to justice at community project. She said access to justice is a human right. It does also belong to our constitution-(Article no-27), fifth year planning in Bangladesh and SDG-2030. We have rights

and justice in many ways. From this training IPDS staffs will know how to communicate and build network with local administration and other stakeholders for ensuring justice of indigenous and marginalized peoples. In this project activities networking and advocacy are the most important part to continue and achieve the project targets.

Mustafizur Rahman from GIZ facilitated details about project activities and how can implements activities effectively. He also briefs about the importance of RJFs and CVs. RJFs and CVs will play important roles to achieve targets of the project. To implement the project activities, they support the team in many ways. All RJFs and CVs selection process needs to be done tactfully and sincerely for establishing an effective project implementation.

On another session, Rules and Responsibilities of Community Paralegal (CP), Monitoring and Evaluation officer (MEO) and District Project Officer (DPO) which was facilitated by Krishna Chanda. In this session participants have Identified their own duties by the participatory discussion.

Hasan Tareq, from GIZ has discussed effective coordination among IPDS staffs, other associate organizations, local government office and administrations. He also described another important topic in this project how to write easy case study and daily, monthly, yearly and project ending reports.

Participants comments (overall) from Mymensingh District

- All facilitators were free and frank and knowledgeable about the topics
- The facilitators encouraged active participation
- The participants gained necessary knowledge from the orientation
- The handout provided were helpful
- They have met their objectives



Comments from Co-facilitators, IPDS:

The training objectives were relevant and clearly explained. All participants participated actively in the orientation and encouraged by the facilitator. The training materials, hand out etc. were arranged very well. Participants can apply their knowledge to implement project activities.

Learning:

- We learnt informal judicial system behind Restorative Justice mechanisms more effective to get justice at community level.
- “Every door is Right door” before that training, we don’t think it efficiently, the learning point is we should knock at every door to promoting human rights and referral to legal services, social safety net programs and other services through RF facilitators with the support of Community Volunteer at grassroot level.

- “We do not provide service but we build strong relation” It is a great learning for us. After phasing out the project locals can apply and sustain it as it is effective and require at community level.

Conclusion:

The project orientation programme has successfully completed and it was very important for project staffs. The good thing is that the indigenous and marginalized peoples would becoming aware about the access to justice and Restorative Justice Facilitator system and practicing for promoting human rights and justice through the project implementation at local level.

Monthly staff Coordination meeting for IPDS staff

IPDS organised total ten coordination meeting for IPDS project staff in this year. The meeting facilitated by DPO and M&E Officer at the field office.

The objective of the Meeting:

- Review work progress and implementation
- Taken action plan for the next month
- Identify the challenges
- Taken decisions

The decision of the meeting is given below:

- Follow up the monthly coordination and Progress review meeting decisions
- Prepare report timely and ensure all the instructions
- Prepare action plan and submit before deadline
- Prepare case study for the current month
- Fulfil the target of result base activities
- Properly preserve the documents of each work. Take necessary steps to achieve results
- To ensure the quality of work and to follow the guide book provided by GIZ
- Communicate all stakeholders and increase networking with them

Foundation Training Course

IPDS and GIZ has organized jointly 8 days long residential Foundation Training Course in two working place Moulvibazar and Mymensingh. Foundation Training Course is designed into 2 part. The part 1 is Training of Trainers (ToT) on Restorative Justice and the part 2 is Basic Law and Procedure. This Foundation training course was held on 14 – 21 September, 2021 at Lokhipur Mission Training Hall Room in Kulaura under Moulvibazar district. The 2nd batch foundation training was held on 19 – 26 September, 2021 at the Caritas Resource Centre in Mymensingh district. Md. Akterul Islam and Most. Parul Begum facilitated the 1st part of the training on Restorative Justice.

The training programme was inaugurated on 14 September 2021. Jonab Saifur Islam, Senior Sessions Judge was joined as a special guest and Jonab Umme Kulsum, Joint Secretary, Law and Judicial Ministry was joined as a Chief guest in the training inaugurated session.

Ms. Tahera Islam, Operational Director, GIZ delivered welcome speech in the inaugurate session. She said, Rule of Law programme , GIZ is working to improve human rights, access to justice and preventing corruption in the community since 2008 at district level. The criminal justice

system in Bangladesh is chronically unfair, underfinance and seen as corrupt. GIZ include new 10 partners to ensure access justice at level community particularly disadvantage group. She also mentioned the role of paralegals is important in delivering justice at the community level. She asked to strengthening network between DPO and CP to work for justice at community.

Reajul Hoque, Team leader, Rule of Law programme, GIZ Said, access to justice and improving human rights in the community with the support of German Government GIZ has taken this initiative. A person can expect justice and legal aid support from others. There is a quotation, "Every door is the right door." Doors are open for all.

Community can help community and they can trust community so this project is by the community for the community.

Other PNGOs representatives were also joined this session. They made valuable comments in the programme.

Special guest, Jonab Saifur Islam, Senior Sessions Judge said, In 2008, the Prime Minister declared 28 April as National Legal Aid Day. The purpose is to provide legal assistance to the backward peoples.

The chief guest, Jonab Umme Kulsum, Joint Secretary, Law and Judicial Ministry mentioned two aspects of justice to ensure quality Justice. One is legal justice and other social justice. She also said that the judicial system in Bangladesh is alarming. But there are many laws. So, there are three ways to solve this problem.

1. Reform the existing system
2. Reducing the number of prisoners in prisons
3. Dispute resolution in other ways

Many organizations are working at the grassroots level. The main goal should be to work with everyone including indigenous peoples to ensure justice.

Main training session: First Day

The first batch training of IPDS was held on 14 to 21 September at Laxmipur Mission, Kulaura, Moulvibazar District. The second batch training was held on 19 to 26 September at Caritas Auditorium, Mymensingh. Total 29 Staff of IPDS has participated in these training course.

Md. Akterul Islam and Most Parul Begum facilitated both foundation training course particularly, Training of Trainers (ToT) on Restorative Justice in Moulvibazar and Mymensingh district.

At the beginning Facilitator Akterul Islam and Parul Begum outlines the training objectives and verifies the training expectations to the trainees and outlines the training behaviors.

What is community? What has changed in the last five years by highlighting the aims and objectives of the Judiciary? How we are resolving disputes. How disputes or problems are being created. As group verification to the participants what are the reasons behind creating the problem. The trainer then showed a video about Restorative Justice and explained in detail the origins of Restorative Justice and how it originated.

He spoke of changing attitudes or creating empathy through the journey of progress. He describes how small crimes in the society affect the surroundings.

Judicial response speaks to fairness and highlights three important elements of fairness that will make it acceptable in the community, involvement, opinion and decision making. Restorative Justice details three important parts Accused, victimized and community.

For a transparent and acceptable outcome in response. In the learning session of the day, GIZ representative Reajul Haq reviewed the day by answering questions on the basis of online. The first day's program was ended.

Second day

Second day's program started through review on previous day. On the 2nd day he analyzed the justification of the existing systems in the community, Court Arbitration, Community Police Forum, Arbitration Council, Village Court, Mediation and Restorative Justice. In some cases, the extent to which the victim, the accused and the community are involved, there is an opportunity to hear and decide.

He then explains what the loss is and what the consequences of injustice or loss are to the individual or family. Then he highlighted the four types of attitudes of the social discipline structure. Which incidents are compromising and which are not compromising is determined by the existing law of Bangladesh.

He highlighted it through discussion. There must be four elements to the settlement of the Restorative Justice Response which are called the Four Pillars of Restorative Justice. Compensation, reinstatement, reintegration and reintegration into society. There are five things that must be noted in the case of compensation which are very important in decision making. They are Specific, Measurable, Achievable, Realistic and Timely.

What is Restorative Justice in the next session? Restorative justice is a process that analyzes the causes and consequences of harm on the basis of fairness. All compromising issues can be resolved through this process.

In Restaurant Justice there are 3 important parts of these meetings 1. Preparation for the meeting, 2. During the meeting and 3. Monitoring.

There are 8 stages in conducting a meeting in Restaurant Justice- 1. Introduction, 2. Listening to the views of the accused, 3. Listening to the views of the victims, 4. Listening to the families of the victims and the accused, 5. Listening to the members of the community, 6. Decision making, 7. Conclusion and 8. Reunion

In the learning session of the day, GIZ representative Hasan Tareq reviewed the day by answering questions on the basis of online.

Third Day

After reporting, evaluation and review on previous day the trainees were divided into 3 groups and the trainers provided feedback and feedback on the preparations for the Restorative Justice Meeting. The assistant then conducts a restorative meeting and urges the trainees to listen carefully to the observations, analyzes and answers to the questions and answers. Meeting is an important part of the restorative justice process

Later, the trainees were divided into 3 groups and Restaurant Justice conducted the meeting. There is a lot of feedback in the management of the trainees' meetings. Lack of continuity of questions, use of difficult words etc. At the end of the meeting, the trainer informed the trainees that since these questions are vital for the Restorative Justice meeting, they can be supplemented with additional questions.

Fourth day

After reviewing the 3rd day discussion, the facilitator gave a detailed description of how to follow the participatory training method of restorative justice training and discussed what training is and what participatory training is.

What and why are the materials used in Restorative Justice training needed in the next session. Provides ideas for trainees on the use of training materials and the issues to be considered in the manufacture and use of equipment. Finally, the trainer Akter Hossan and Riaj Hassan from GIZ announced the completion of the training through an overall review and evaluation of the 4 days long training.

Part – 2, Basic Law and Procedure

Part-2 Foundation Training Course on Basic Law and Procedure started from 18 -21 September in Moulvibazar District and from 21-26 September in Mymensingh District.

At the beginning, Ms. Krishna Chanda, Program Focal Person from GIZ delivered warm greetings to participants. Then She briefly discussed the training objectives and why needs this foundation training for IPDS staff and what will be they learn from this training. Participants are written down their expectation on VIP Card so that they may able to understand the reality of training purpose. As a consequence of the training pre-assessment test is taken for participants.

Tuly Labonna Mrong, Focal Person, IPDS facilitated on concept of Rights and Human Rights in Mymensingh District. She discussed on rights, Bangladeshis constitutional rights, fundamental rights and human rights details. She described UN Declaration of human rights and 10 December Human Rights Day.

Adv. Nahrin Sultana Nila, District Project Officer, BLAST spoke on Basic Concept of Law. She discussed on what is law, what is crime and type of offences. She also discussed on District legal aid activities.

Mr. Shah Maksud Noor, Technical Advisor, Paralegal Advisory, GIZ facilitated on communication, coordination and partnership with NLSAO/DLAC. He discussed how to coordination and partnership with the government services (Prisons, District Women Affairs Offices, Social Services Department, CDO)

Adv. Mominul Islam, Chief Judicial Magistrate, Mymensingh. He facilitated on Judicial system in Bangladesh, court system, court of law, court of justice and supreme court legal system.

Adv, Md. Abdul Ohaid, District Project Officer PAS, BRAC, Moulvibazar discussed on Basic concept of law & nature of cases in Bangladesh. The discussion points are given below:

1. What is law
2. What is Crime
3. Types of offence
4. Civil matter
5. Criminal Matter.

Mr. Sarkar Hasan Shahariar, District Legal Aid Officer, Moulvibazar presented on judicial system of Bangladesh. He discussed on hierarchy of courts, others courts in Bangladesh, special tribunals, mobile court, family court, village court, dispute resolution (Municipal Area) Board Act, 2004 etc.

Md. Habibur Rahman Chowdhury, Deputy Director (Finance and Account) joint District & Sessions Judge NLASO joined virtually with the participants. He is shared his presentation about two topics (1) government legal aid services and (2) Process to get legal aid services.

The main focus is given below: 1. Concept of legal aid 2. Types of legal aid services 3. National legal aid services Organization (NLASO) 4. District legal aid committee (DLAC) 5. Upazilla and Union Legal Aid Committee 6. Person eligible for legal aid and 7. Application procedure.

Md. Mustafizur Rahman, Technical Advisor – partnership and Coordination, Role of Law, GIZ is connected virtually with the participants in the training. As a virtual facilitator of the training, he is shared on communication, coordination and partnership with NLSAO/DLAC. Other discussing topics are scope of coordination and partnership with government services (prisons, district women

affairs offices, Social services department, CDC etc.) and collaboration between DLAC and NGOS.

As a trainer of foundation training course Adv. Subimol Lindohkiri, Advocate, Judge Court, Moulvibazar is physically attend in the training. His discussion subjects are case procedure of actors in the system and discussion on relevant laws. Other discussion topics are steps of civil case, steps of criminal case (GR, Non-GR, CR), actors in the justice systems and their roles, digital case filling (Apps and others directive), Child marriage restraint act 2017, the dowry prohibition act,2018, Family court ordinance, 1985, Nari O Sishu Nirjaton Damon Ain, 2000, Domestic Violence (Prevention & Protection Act, 2010) and the rights of the persons with disabilities.

ATM Morshed Alam, coordinator, Policy Advocacy and Research Unite, Rule of Law, GIZ connected virtually and presented on relevant forums for coordinating case management. He added more to clarify the participants about Case Coordination Committee (CCC) and Police Magistracy Conference (PMC)

Para legalism, formal approach and community approach are virtually discussed by Md. Minhajul Quadir, Technical Advisor- Access to Justice, Rule of Law, GIZ.

Under diversion and referral for legal issues topics linked with some points like concept of diversion, process of diversion, communication, coordination and partnership for diversion, concept of referral, scope of referral, communication, coordination and partnership for referral are presented by Ms. Krishna Chanda, National Project Coordinator, Rule of Law, GIZ.

Some discussed topics are given below:

1. Government social safety net and others programme
2. Eligibility to get the resources and services
3. Communication, coordination and partnership for referral,
4. Structure, relevant standing committee and functions
5. Village court and arbitration council
6. Identify scope of joint work
7. Concept of gender and sex
8. Gender diversity
9. Role of women position in access to justice
10. Society norms and beliefs
11. Equity and equality
12. Identify strategies to increase the participation of women in access to justice
13. Expect working environment for women staff, RJF CV (safeguard)

The last day of training session for testify of participants skill, knowledge and outlook a course review on part 2 – Basic law and procedure is taken. All are well participated and sharing their learning points.

Richard Julian Drong, CP said, it is an effective and essential training for every Community paralegal. It opens new idea for me. Unknown subject is known to me. I am pleased to know about judicial system in Bangladesh, human rights, constitutional rights, types of courts. Gender, gender diversity etc.

Salvation Suchiang, Cp said, I am very proud to received such training. I am a learner. I have learnt many things from this training that I can apply in practically. I like the best RJ process, Principle of RJ, activity of RJ, process of dispute resolution, different committee of union parishad, diversion and referral.

Jony Langbang, CP said, though it is a long residential training but individually I enjoy the training. The training was enriched. Both are important for me. Before I don't know basic law & Restorative justice. My favorite topics are community analysis, identifying harm admission made, restoration Basic law of Bangladesh, Types of judicial systems. Communication and coordination.

Margret Sumer, M & E officer is explained total scenario of foundation training course. She reviewed according to training schedule. She added her choice topics like activity of union parishad, village court, RJ, legal rights, social discipline windows and wide-ranging impacts of harmful incidents etc.

Joyanto Lawrence Raksham is given specially thanks and gratitude GIZ and IPDS for organization of long day residential foundation training course. He also expresses his grateful to the trainers those who are connected with virtually and physically in the training session. As a trainee & organizer of the training he confesses his limitation and weakness. Training was very effective and essential for the participants. The best topics were training of trainers (ToT) on restorative justice, identifying harm, wide ranging impacts of harmful incidents, restoration, reintegration, training foundation, rights, human rights, pre-assessment, Pre-post assessment, Type of courts, communication, coordination, CCC and police magistracy conference etc.

Sanjeeb Drong, President IPDS was attend physically in the closing session in Moulvibazar District. He thanked to GIZ, facilitators and Krishna Chanda, National Project Coordinator, Rule of Law, GIZ for facilitation of foundation training Course. He expects that trainee are understood well the purpose of training and they may able to apply in the relevant field. He is happy and hope full that GIZ & IPDS jointly accomplish project activities in time.

Krishna Chanda, National Project Coordinator, GIZ was presented in the closing session on behalf of GIZ. She is very pleased and expressed thanks the participants and IPDS for well participation. Before closing session, she facilitated course review on part 2 Basic law and procedure, post assessment, match review expectation and participants reflection. She said that participants are acquired skill, knowledge and different ideas through the foundation training course. She expects that any kind of support if necessary GIZ will be behind with all. Last of all she closed the training and farewell from all.

Project Orientation for Stakeholder:

IPDS organized six Project Orientation for stakeholder in this month. The first Project orientation for stakeholder was held on 23 September, 2021 jointly Karmoda Union and Kulaura Sador Union at Karmoda Union Parishad. The second Project Orientations for stakeholder was held on 26 September, 2021 at Kormoda Union, Kulaura Upazilla and Borolekha Sador Union, Borolekha Upazilla in Moulvibazar district.

Next Project Orientation was held on 26 September 2021 at Haluaghat Sadar Union Parishad, 5 October at Dhobaura Upazila and 11 October at Haluaghat Upazila. In these event Honorable Upazila Nirbahi Officer, Upazila Women's Affairs Officer, Youth Development Officer, Information Service Officer and representatives from different NGOs were also attended there. IPDS M&E Officer facilitated all over the program.

DPO from IPDS discussed detail on project goal, objective of project, Project activities, coordination, communication and establishment of relationship different stakeholders and organizations to access justice at community level.

Discussions of the Orientation:

- To inform project goal and objective
- To inform project activities
- Introduce of IPDS and GIZ
- Coordination, communication and establishment of relationship with different actors for legal aid assistance.

- Safety Net Program and other Services as require.
- Role of Mediator, Referral and diversion to legal assistance.
- Awareness program raising on various legal and social issues including dispute resolution and gender issues.
- Matters which can be resolved through restorative justice process.

Decision:

- The key message of access to justice at Community level.
- Coordination, communication and establishment of relationship with different actors for legal aid assistance (Union Parishad, Upazilla administration, District legal aid committee, Police administration, Women affair division, Social welfare office, village court, Civil society, elected persons, Upazilla LAC, ULAC, Union Parishad Standing committee, District Judge court, partner NGOs) Because every door is right door.
- Potential, community leaders, teachers, former UP members, well known persons are selected as RJF and CV. As engaged in different social and voluntary activities, volunteer minded, smart and dedicated mind.
- Awareness raising on safety net program and virous legal support information supply to community peoples.

The Upazila Nirbahi Officer, Dhobaura in his keynote address advised to avoid unresolved incidents and to inform the police station or administration in this case.

The Upazila Nirbahi Officer, Haluaghat said, the main task of this project will be to make the people aware about this at the grassroots level. Besides, people should be made aware about child marriage, drugs, extremism and communalism. If you have any information in this regard, you should immediately inform the administration. Finally, the President thanked all present and declared the meeting closed.

Monthly Coordination Meeting among ward/ union level stakeholders at Up/Ward Office:

In this year IPDS orgaised total 24 Monthly Coordination Meetings with elected local administrations. The meeting presided by Chairman of the Union. Elected UP members, Union Secretary, RJF and CV members were attended. The meeting was facilitated by Community Paralegals. The discussion contents were as follows:

- Sharing Project activities
- Introduce the Restorative Justice Process including mediation
- Referral and diversion
- Legal Aid Service
- Information Collection
- Social Safety Net Program

In these meetings, Community Paralegal shared progress of their activities at community level. In this month they have collected Information and send to the Union Parishad for social safety net

programme like old age allowance, widow allowance, disability allowance, BGD allowance and housing for the homeless.

They discussed about the regular meeting of the Legal Aid Committee of the Union Parishad with regard to legal services provided by governmental and how to increase its effectiveness.

Quotation of stakeholders:

- Md. Atikur Rahman, Chairman Karmoda Union Said, this project is for Union Parishad because we are working as mediator at community level. This project includes equal access to restorative justice, human rights, improving legal services for indigenous peoples, tea garden community and disadvantage groups. I highly appreciate the project and Union parishad will be with you all the time.
- Khursheed Ahmed Khan, Chairman, Boromchal Union Parishad Said. By the project community people enabling to solve small issues without harassment, reduce cost, establish justice and enhances accessibility to poor and women. The project activities success depends on RJF and CV selection process. I hopeful that you should select them like well know person in the society, as engaged in different social and voluntary activities, volunteer minded and dedicated person.
- Mr. Sylvester Pathang, UP Member, Kormoda Union Parishad said, it is an effectiveness project for community people. I think that through this project indigenous people, poor, disadvantage group get access to justice at community level. They have to right getting government legal aid and other services as citizen of Bangladesh. I am very grateful to GIZ & IPDS for such wonderful project.
- Pastor Pyrine Sutting, Church leader said, IPDS has been working since 2007 with indigenous people at different unions under Kulaura and Borolekha Upazilla in Moulvibazar District. Inclusion of all category people in the project is good side. All are equally getting legal aid support and ensure for inclusion of eligible community people in social safety net program.
- Subash Bouri, Panchayet leader said, as local dispute resolution organizations have similarity between Panchayet and RJ system. We can promote and follow RJ system to solve small incidents in family, community and locally. It is an effective way to establish justice and human rights at village level.
- Md. Shamim Uddin, UP Member, Boromchal Union said, Coordination, communication and establishment of relationship with different stakeholders and organizations are very important. Otherwise, the objective of project is not successfully done. We are agreed with your key note presentation. Hope we will work together.
- Kamal Hossan, social activist said, we are engaged in Salish process at community level. This project is same what we do in the village. I know legal aid support is so hard too get at community level. Lack of information, lack inclusive mediator, proper monitoring and ignorance of police duties, informal justice system makes people harden to get justice timely. Community people can trust community people without money cost, harassment and traditional local mediator structures. It is a good idea for promoting human rights and preventing corruption at community level.

- Mrs. Hasna Begum (UP Member), Haluaghat Sador Union expressed her opinion and suggestions on this issue. She strongly committed to support us to implement project successfully at the end.
- MD Tazul Islam (Village Court Assistant of Karmadha Union) said, “This process will serve as the government for the village courts. The process of restorative justice is very efficient and acceptable”.
- Shila Naidu (Tea worker Leader) said, “Hopefully in this process peace will be established in the society and in that Tea society”.
- MD Mahfuz Alam (UP Member) said, “Today’s discussion I know how conflict can be resolved in a beautiful process.
- Wenas Rema (Member of Student Organisation) said, “There are many problems in the student organization. This process can be effective solving organization problems.

Decisions:

- Prepare a list to include the indigenous Dalu community in the Safety net program.
- Referral to access to government resources and assets including safety net program with in fixed time.
- Initiative steps taken Prevention of demanding dowry and gambling in the community
- Cases divert from Court or police station that dispute resolution through RJ or mediation at community level.

Regina Taju has been evicted from her land and Kalmilata Dalu is deprived of VGF, VGD and Tk. 10 per kg of rice, participants raised these issues to attention of the chairman.

"We are ready to help you in case of any problem while going to work," said Rosenara Begum, a female member of Ward No. 1, 2 and 3. The Union Chairman also appreciated these activities and assures to cooperate to them.

Several decisions were taken in the meeting: There will be constant communication with CP, UP and RJF. The work plan will be made from the next meeting. RJF and CV will make the list for inclusion in the SafetyNet program.

MD Tazul Islam (Village Court Assistant of Karmadha Union) said, “This process will serve as the government for the village courts. The process of restorative justice is very efficient and acceptable”.

Shila Naidu (Tea worker Leader) said, “Hopefully in this process peace will be established in the society and in that Tea society”.

MD Mahfuz Alam (UP Member) said, “Today’s discussion I know how conflict can be resolved in a beautiful process.”

UP member candidate Shombu Boury said, RJF and Community Volunteer jointly afford make the project successful.

Pastor Pyrine Sutting said, the model of RJ is very effective and helpful for community no doubt. We can learn new idea and information from different projects to prevent harmful incidents in our society.

The meetings Details:

November 2021

Sl. NO	Date	Union	Participants		
			Male	Female	Total
1	10/11/21	Dakhin Shahbajpur Union, Barlekha Upazila	10	08	18
2	11/11/2021	Barlekha Sador Union, Barlekha Upazila	11	04	15
3	8/11/2021	Kulaura Sadar Union, Kulaura Upazila	13	05	18
4	10/11/2021	Karmoda Union, Kulaura Upazila	10	5	15
5	11/11/2021	Baromchal Union, Kulaura Upazila	10	08	18
6	23/11/21	Bagber Union, Dhobaura Upazila	14	04	18
7	21/11/21	Haluaghat Sadar Union, Haluaghat Upazila	12	07	19
8	24/11/21	Gazirvita Union, Haluaghat Upazila	13	06	19
Total			93	47	140

December 2021

SL. No	Date	Place	Participants		
			Male	Female	Total
1	08/12/2021	Karmoda, Union, Kulaura, Upazilla	12	02	14
2	07/12/2021	Boromchal Union, Kulaura Upazilla	12	06	18
3	8/12//2021	Kulaura Sadar Union, Kulaura Upazilla	14	05	19
4	08/12/2021	Barlekha Sador Union, Barlekha Upazilla	08	03	11
5	06/12/2021	Dokkin Shahbajpur Union, Barlekha Upazilla	16	07	23
6	06/12/2021	Haluaghat Shadar Union	13	6	19
7	10/12/2021	Gazirvita Union	07	04	11
Total			82	33	115

Training on Restorative Justice

Training information:

Date & Union	Venue	Participants		
		Male	Female	Total
7-9 October 2021 Bhubankura Union	AskiparaA'chik Resource Centre	10	08	18
7-9 October 2021 Dhobaura Sodor Union	Church base training centre,Dhairpara	09	09	18
7-9 October 2021 Ghoshgaon Union	CBO Center, Ghosgaon	09	09	18
7-9 October 2021 Haluaghat Sodor Union	St. Andrew High School, Haluaghat	09	09	18
11-13 October 2021 Jugli Union	Chatugaow high Schooll	09	09	18
11-13 October 2021 Gazirvita Union	Boalmara Compassion Hall Room	09	09	18
11-13 October 2021 Gamaritola Union	Gualkhali,Mission School	09	09	18
11-13 October 2021 Bagber Union	Union Hall room, Munsirhat	09	09	18
16-18 October 2021 Koichapur Union	Pagolpara Community Centre	09	09	18
Total		82	80	162

Date & Union	Place	Participants		
		Male	Female	Total
16-18/10/2021 Borolekha	Upazilla Agriculture Office Training Centre, Barlekha	10	11	21
16-18/10/2021 Karmodha	Lokkhipur Mission Hall Room, Karmadha	13	11	24
21-23/10/2021 Kulaura	Lokkhipur Mission Hall Room, Kulaura Sadar	12	12	24
23/10/2021- 25/10/2021 Baramchal	Lumdonbok Baramchal Mission Hall Room	14	10	24
24-26/10/2021 Dakhin Shahbajpur	Sonargoa Community Center, Barlekha (Dakhin Shahbajpur)	12	11	23
Total		61	55	116

IPDS organised training on Restorative Justice for RJF in Mymensingh and Moulvibazar District. Total 278 participants participated these training programme. Among them 135 were women. The training programme conducted for three days long.

Objectives of the training:

- Capacity build of RJF
- To knowledgeable on RJ concept, steps and process of RJ meeting
- To analyse Community situation
- The roles, responsibility and ethics of RJF
- To aware on Human rights, basic rights and laws in Bangladesh

The **first day** of training begins with arrival and registration. DPO/M&E greeted the participants and open the training session. They also share about the aims, goals and activities of the organisation and the project. They informed everyone about the training objectives. Community Paralegals (CPs) in 14 Unions played important role to conduct training programme. They organised the training and facilitated entire training programmes.

The sessions for the first day was about identifying expectation, analysing the community situation, problems and current changes. Moreover, harmful incidents and its effects, the various steps of formal and informal judicial system were discussed on the first day.

Analysing the community situation

A community is a different nation, groups, religious and castes living in a specific area, who hold their own culture. Then, the facilitators divided two groups by the participants for conducting session smoothly.

The two groups work on two questions: 1. existing problem of Community and 2. what aspects are currently changing in the community?

Through group discussion, the problems that arisen in the society currently these were given below-

01. Small conflicts
02. Financial transactions
03. Eve teasing
04. Child Marriage, Dowry, polygamy
05. Land dispute over boundaries
06. Language problems
07. Drinking and gambling etc.

Some of the things that changed of society these highlighted in the group discussion.

- Improving the quality of life
- Development in terms of technology
- Development in terms of education
- Electrical development
- Medical development
- Development of transportation system

Dispute resolution methods

Three ways for disputes resolution:

1. Informal process - socially
2. Semi-formal process - with the help of social organizations in the village court or arbitration council process.
3. Through the formal process, the process of Thana Police or Court Kachari.

However, she noted that there are many legal complications in the formal justice process in her session.

The issues that can be not compromised were given below-

- Murder, rape, acid throwing, arson, human trafficking, child trafficking, drugs, violence against women etc.

At the end of the first day training, a day long learning was reviewed by the participants.

The **second day** of the training, the facilitators acknowledged the participants about the core concept of the project. The main topics were reconciled base incidents, incidents that can be handled by RJ. Moreover, Reparation, Restoration, Reconciliation, Reintegration, Mentoring, court and prison were discussed. The participants were taught on how to conduct RJ with three different stages, including pre preparation, conducting RJ meeting and post monitoring. Trainers also informed them about the seat arrangement, questionnaires, and sequence of speech in a meeting. Furthermore, there are some important skills that required for RJF to communicate with people, such as building relationship, presentation, deliver speech, questioning, listening, and ethics are also informed to the participant. The last session was presented a RJ replication where trainers acted as a RJF and participants acted as other members in a RJ meeting.

The concept of Restorative Justice method-

Facilitator discussed details on Restorative Justice Method and its concept. She shared the story of Peter who was a drinker. His main goal was to stole, murder, robbery and bad activities in the society. Ulf and Police helped him to restore himself in normal life. Later he worked for the welfare of the people. The RJ process created an opportunity for him to improve his life. Since then, the RJ process has become more acceptable.

Three stages of Restorative Justice were discussed details in the training

- **Pre-preparation:** Negotiated with 3 parties (accused, victim and community member) to agree to collect date, time, place and necessary items and select an RJ assistant.
- **Conduct Meeting:** There were discussed on 8 stages of Restorative Justice Method.
- **Monitoring:** To see if compensation has been paid properly and to oversee whether the relationship between the accused victims has been restored.

You have to look at the fairness of the restorative. The three elements of fairness- (Involvement, giving and receiving opinions, decision making) were discussed. At the same time, it is called to focus on 05 issues of decision-making.

1. Precise
2. Measurable
3. Achievable
4. Reasonable,
5. Time bound

The Steps of Restorative Justice Method:

Community Paralegals shared about the steps of the Restorative Justice Method among the participants. During discussion on RJ process, they presented nicely below mentioned issues in the training.

- Introduction
- Listening to the views of the accused
- Listening to the views of the victims
- Listening to the views of the affected and accused families
- Listening to community members
- Decision making and agreement making
- Completion and reunion

The end of the second day, a day long learning were reviewed by the participants.

The **third day** of the training were covered with other necessary concepts, such as, discussion on human rights, basic rights in Bangladesh, laws, crime, civil matters and criminal matters, cognisable and non-cognisable and Judicial systems in Bangladesh. Activities of Union Parishad including, its existing members, standing committee, general committee, safety net program, information and agricultural services were informed to the participants. Trainers discussed about gender, its diversity, equity and equality and its effect in the community. Activities and results of the project “Access to Justice at Community”, for example, diversion, referral, RJ process and awareness were discussed. The participant was divided into three group and represented the process of RJ meeting on the third day. The three days training ended by the conclusion speech of DPO/M&E.

Rights and Human rights

Rights

Right usually means to get or claim something legally. According to Professor Harold Lusky, rights are those opportunities in social life without which no person can achieve his or her best development. In other words, what I have to do for others is my right.

Types of rights. Rights can be divided into two parts.

01. **Moral rights:** The rights that are based on the principle of justice are called moral rights.

02. **Legal rights:** Rights that are recognized and protected by state law are called legal rights, such as the right to life, the right to participate, the right to express one's opinion, and so on.

Human Rights

Human rights are the moral and legal rights that all the people of the world enjoy as a human being. Human rights are universal, innate, non-transferable and inviolable rights for all family members. Human rights are the inalienable and inalienable rights of every human being. People will enjoy and exercise this right. However, this practice will not be able to harm others and ruin the peace. Human rights apply equally everywhere and to all. This right is at the same time a natural and legal right. The Universal Declaration of Human Rights 1948 states about human rights. He said December 10 is celebrated every year as International Human Rights Day. It has 30 paragraphs, he said.

Legal services

The government provides legal services to ensure legal assistance to the country's disenfranchised, helpless, distressed, oppressed, oppressed, disadvantaged, divorced, financially strapped people. For this there are Union Legal Aid Office, Upazila Legal Aid Office and District Legal Aid Office. Legal advice and legal assistance can be obtained by contacting these offices to resolve small disputes. Apart from the government, these facilities are available privately, but in that case, he mentioned BRAC and Blast.

Participants ask if it costs any money to get legal aid. Sahayak replied that it does not cost any money but you have to keep in touch.

Functions of Union Parishad:

The facilitators discussed what the Union Parishad is and what the Union Parishad does.

What is Union Parishad: Union Parishad is the lowest in terms of administration.

Number of members: Union Parishad consists of 13 members.

Standing Committee: There are 13 standing committee.

Common Committee: There are 14 common committee.

SafetyNet Program: Different types of services are available. Such as- VGD, VGF, old age allowance, widow allowance, maternity allowance and disability allowance etc.

Information Services: Various types of information services are available from Union Parishad.

Agricultural Services: Farmers get various types of advice, agricultural inputs and services in the field of paddy cultivation.

At this stage the supportive masses discuss skills and values.

Build relationships

- Ability to present and speak
- Ability to ask questions
- Active listening ability, assistant skills and values

RJF participated the training actively, took part in every discussion and action sessions. The training sessions were evaluated every day at starting and ending of the day.

Decisions:

- RJF will contact CP for any issue.
- RJF will change their existing practice and accumulate new techniques and skills in their future RJ meeting.
- RJF will be active and communicate with Union Parishad members for referral and diversion cases and social safety net programs
- CP will assist RJF to accomplish their responsibilities.
- IPDS staff will assist RJF in any situation that required and improve their networking with other stakeholders.

Guest and participants quote:

Khondokar Mudacchir Bin Ali, UNO, Barolekha Upazila

He said that rule of law is necessary to ensure justice in the community. He appreciated this wonderful project that can reduce the injustice and help the people to solve their small problems

by RJF to get rid from the burden of long term formal judicial system. He expresses his hope that this training will improve the knowledge and skill of RJF to accomplish their responsibilities as RJF to minimise conflicts in the society.

Debol Sorkar, Upazila Agriculture Officer, Barlekha

Upazila Agriculture Officer stated that the compromising conflicts in the community can be solved at community through Restorative Justice. He said that participants will be more knowledgeable about the techniques and rules of RJ aid. He also encouraged the participants to be involved with updated agricultural techniques and consume nutrition food.

Rev. Pyrine Sutting, Pastor, Lumdonbok Baramchal Mission, Kulaura

He said, “I like Restorative Justice a lot. I believe it will create a new chapter for society. It will be possible to build good relations with all the people of the union through this project.”

Mahmuda Akhter, Women leader of society, Karmadha Union, Kulaura

She stated, “We have been solving our compromising problems in our community but it was more complicated. Now we will able to solve our case easily by using the steps and process that we learnt from the training.

Mrs. Ranu Begun, Ex. Union member, 6 no. ward, Baramchal, Kulaura

She said, “I am very happy to get a chance to work with this project. We have been solving our compromising problems in our community but problem can be easily solved by using the consistency of this training process. Giving women the opportunities to participate in various social events is an important issue. I am hopeful that women through this project get a chance to develop their skills.”

Joykison Rojok, President of the Tea worker committee, Karmadha, Kulaura

He stated that they have little experiences about successful rural arbitration but now they understand that within restorative justice process it is possible to solve problems very easily and effectively. As a result, he hopes that it will be possible to live peace in the society if they use this process to ensure justice.

Orientation for Community Volunteer

Moulvibazar District

Date	Place	Participants		
		Male	Female	Total
18/10/2021	Gazipur Tea Estate, Kulaura	10	10	20
18/10/2021	Lumdonbok Baramchal Mission	9	9	18
20/10/2021	Lumdonbok Baramchal Mission	11	7	18
20/10/2021	Mahammad Nagar Chalok Somity Office, Dakhin Shahbajpur	8	10	18
21/10/2021	5 No Dhakhin Shahbajpur UP	9	8	17
23/10/2021	Barlekha Sadar Union Parishad	10	10	20
25/10/2021	Dimai Mission, Barlekha	10	10	20
31/10/2021	Agrani High School, Kulaura	10	10	20
30/10/2021	Prochesta Hall room, Robirbazar, Karmadha	8	7	15
31/10/2021	Prochesta Hall room, Robirbazar, Karmadha	9	9	18
Total		94	90	184

Mymensingh District

Date & Union	Venue	Participants		
		Male	Female	Total
24-25 October 2021 Bhubankura Union	1.Majrakura somaj kollan office 2.AskiparaA'chik Resource Centre	20	16	36
20-21 October 2021 Dhobaura Sodor Union	.Church base training centre,Dhairpara(2events)	16	18	34
20-21 October 2021 Ghoshgaon Union	1.CBO Center, Ghosgaon 2.Chandoguna Compassion Hallroom	18	18	36
23-24 October 2021 Haluaghat Sodor Union	St. Andrew High School, Haluaghat(2events)	18	18	36
24-25 October 2021 Jugli Union	1.St Marries School, Hluaghat 2. Songra RC School	18	18	36
18 October 2021 Gazirvita Union	Boalmara Compassion Hall Room (2events)	18	18	36
26-27 October 2021 Gamaritola Union	Gualkhali,Mission School(2evnts)	18	18	36
25-26 October 2021 Bagber Union	Union Hall room, Munsirhat(2events)	18	18	36
24-25 October 2021 Koichapur Union	1.Koroikanda 2.Pagolpara Community Centre	18	18	36
Total		162	160	322

Aims of the meeting:

To acknowledge on

- The goals and activities of IPDS and “Access to Justice at Community” project.
- Restorative Justice, its character, process
- Four results of the project
- Roles and responsibilities of CVs

Discussion/Summary:

The Orientation for Community Volunteers were organised and conducted in 14 Unions in Moulvibazar and Mymensingh District where two training conducted in each Union. Community paralegals conducted the orientation and informed the participants about the goals and activities

of the organisation and the project 'Access to Justice at Community'. Total 506 Community Volunteers actively participated in discussion and group work sessions. Among them 250 were women. The other important topics were; the judicial system in Bangladesh, different kinds of harmful incidents, reconcile base cases, stages of RJ assistance such as, pre-preparation, process of RJ meeting, post monitoring stage, referral and diversion cases, and rising awareness on legal aid and other development programs. CVs were quite energetic and promising to assist RJFs to achieve the project goals.

Decisions:

- CVs will inform CP and RJF if there is any harmful incident occurs in the community level.
- CVs will assist RJF to accomplish RJ aid by communication different party before RJ, conducting RJ meeting and follow up the decision that have been made in the RJ meetings.
- Participate in project activities, such as meetings, celebrating events and networking with other stakeholders.
- Raising awareness on legal aid services.

Participants quote:

Iqbal Hossain Swapan, Previous General Secretary, Human Rights Commission, Barlekha Sadar.

There are many problems in the society and sometimes they create issues due to lack of justice in the local judicial system. He thought, people in the community will get justice by implementing Restorative Justice in the community following the process of RJ. It will help to save their money and time.

Binda Rani Goala, UP member, 4,5,6 ward, Kulaura

Bina Rani said that IPDS is a development organisation and it is implementing successful projects. They encourage to develop adivasi people and preserve their culture and ensure their rights. Now IPDS working to establish justice for all people indigenous as well as poor and other disadvantaged people. We are happy to be involved with IPDS and assist them to achieve their goals to create access to justice in community level

Sujia Begum, CV, Mohdikokna, Barlekha Sadar

She said that she understood now how people will receive justice and there are some cases that can be resolved in community level. As a result, many poor people do not need to spend money for justice and it is important for them.

Juned Ahmed, CV, Murail, Dakhin Shahbajpur

Juned Ahmed thanked IPDS for this beautiful project with useful activities. He said that sometimes small incidents become big issues in society. This project create opportunity for us to get justice in the community through RJ for reconcile base cases without spending money. Consequently, poor and disadvantaged people will be benefited by this project.

Training on Monitoring and Evaluation

Two days training programme on Monitoring and Evaluation was held from 16 to 17 November 2021 on virtually. The staffs of PNGOs of Indigenous peoples Development Services (IPDS), Center for Disability in Development (CDD), Devi Chowdorani Pollikallyan Kendro (DCPUK) have participated. IPDS staffs from Mymensingh and Moulvibazar district jointly took part in the training at Askipara A'chick Resource Centre, Haluaghat, Mymensingh. The aim of this training was how to collect data from the field and implement the work through form fill up by IMS

(Information and Management System). There were 25 IPDS Staff (male-11 and female-14) present in this training program.

The discussion contents.

- Restorative Justice Form
- Mediation Form
- Legal Aid Clinic Form
- Courtyard Meeting Form
- Referral Form
- Diversion Form
- Meeting Form
- Training tracking Form
- Case Study

Restorative Justice Form

Discussions are:

- Central ID Number must be form fill up by MEO
- Anyone Accused and Harmed can apply in Writing for RJ
- Discussion about Criminal Case and Civil Case
- Primary Date information to accused and Harmed
- In case of pre-preparation form fill up, the accused and the victim should be connected with their information and discussion with the community.
- Information should be collected through follow-up by the person in charge of the meeting agreement and whether the decisions taken are being implemented.
- The number of pets is the calculation of how many people cook and eat in one pot
- Income is the average income for three months
- In case of students and unemployed persons, the income will be zero

Important quotes;

Coraishi Bhai from GIZ, Community paralegals must confirm whether the dispute is negotiable or in consultation with the DPO or the relevant authority and religiously, the name of any ethnic group cannot be mentioned.

Mediation Form discussions are:

- Arbitration information can be collected as required
- Can be arbitrated a maximum of three times
- Child marriage arbitration must be completed in the first arbitration
- An instantaneous incident can be arbitrated on the basis of a written complaint

Important Quotes:

Rita Roy, Focal Person from GIZ, which issues will be included in the arbitration or RJ should be considered through information.

Legal Aid Clinic Form discussions are:

- Legal issues to help the people
- To make the people aware for the realization of legal rights
- Providing legal advice to the public
- The participant's opinion, whether there is a requirement, must be recorded

- Community paralegals will record attendance, discussion topics and participant opinions in the register book. You will then need to fill up the form and record how many disputes have been referred.

Courtyard Meeting Form discussions are:

- The participant's opinion, whether there is a requirement, must be recorded
- Community paralegals will record attendance, discussion topics and participant opinions in the register book. You will then need to fill up the form and record how many disputes have been referred.

The other day's/Next day's discussion issues are given below:

Referral Form discussions are:

- Different types of services can be referred to different government and non-government organizations
- Matters of Crime cases and civil cases can be referred
- In case of referral, brief details should be mentioned
- Primary Date information to accused
- There will be detailed information regarding the referral
- Specify where to refer and what type of case to refer
- Where there is no explicit mention, including social organizations, other places need to be mentioned for referral

Important quotes:

Tuly Labanna Mrong, Focal person from IPDS, we can easily illustrate whether two separate forms can be added for referral. Such as for dispute resolution and for social security enclosures

Diversion Form discussions are:

- Diversion can occur from three places.
 1. Police station
 2. Police outpost and
 3. Court
- Brief of the incident.
- General information of the compliment
- Diverted to the name of institute.
- Details of the hearing should be mentioned in detail along with the date

Important quotes:

Jayonto Raksham DPO from IPDS, Moulvibazar, 'sometimes justice seekers apply petition to the MP, Upazilla Chairman or UNO for dispute resolution but they themselves its handover to other persons or institutions. Is it referral or diversion? 'Hasan Tareq mentioned that is referral not divert.

Rita Roy, Focal Person from GIZ, Regarding the ineffectiveness of the ULAC Committee of the Union Parishad, she said that the next stakeholder meeting would take initiative to make it effective through discussion as mentioned in the schedule.

- **Meeting Form discussions are:**

- Mention the meeting according to ToR

- Mention the date and place, number of participants, names of men and women and persons with disabilities, name of moderator, schedule of meeting minutes.
- subject to consent for taking photographs

Training tracking Form discussions are:

- Training Conduct Forms for field use will be sent.
- Participants will have the signatures of Community Paralegal, Monitoring and Evolution, DPO's presence, only the name of the participant will be sent during the calculation.

Important quotes:

Sukhorna Abdulla, Focal Person from GIZ, the training tracking form is for the conductor only and the evaluation form will be filled by the participant only.

Case Study discussions are:

- You have to choose a title that will catch everyone's eye.
- Mention the age and background of the person mentioned.
- Mention something that feels good.
- Highlighting good events so that the reflection comes out well.
- Concluding the case study with a success story.
- Taking the opinion of others.
- It is important to mention the date, name and time of the incident.

Important quotes:

Krishna Chanda, Focal Person from GIZ, the success story of the citizen who has been fighting for his rights for a long time should be highlighted in the case study. Negative stories can be told about the reasons why the policy does not benefit the tribal's or other peoples.

Concluding remarks of the training were made by Krishna Chandra. If there is any ambiguity in the next issue, it can be resolved through monthly meetings of the organization, colleagues or the concerned authorities. He concluded the training by wishing all the participants, including the conductor, cooperation and success.

Day long Workshop on access to justice & principles for tea garden trade union leaders & workers include women in Moulvibazar

Date	Place	Participants		
		Male	Female	Total
13/11/2021	Lokkhipur Mission Hall Room	10	11	21
14/11/2021	Boromchal Mission Hall Room	17	4	21
Total participants		27	15	42

Aims of the meeting: To implement the process of Restorative Justice and principles in the judicial system of the Tea Garden Community.

Day long Workshop on access to justice & principles for tea garden trade Union leaders & workers including women in Moulvibazar was held on 13th and 14th November 2021 at Lokkhipur Mission and Boromchal Mission Training Hall Room under Moulvibazar District. The Day long Workshop was facilitated by Advocate Abdul Ohaid, district judge court, Moulvibazar DPO (BPAS), Advocate Subimol Londkiri, district judge court, Moulvibazar, Joyanto Lawrence Raksham, DPO

and Margret Summer, Monitoring and Evaluation, Access to Justice at Community, IPDS, Kulaura.

At the beginning of the workshop Krishna Chanda, National Coordinator, Rule of Law, GIZ greeted & thanked all participants on the virtually. She expects to work together for improving human rights and preventing discrimination in tea garden communities through the project 'access to justice at community.' She cites that Tea Garden Trade Union has been working for a long time at different tea gardens for the development of marginalised communities including women. The objective of today's workshop is to discuss on RJ process, dispute resolution, legal aid support, awareness program, basic law, access to justice, role of trade union leaders, panchayet leaders' activities, total scenario of tea garden communities including women and ensuring legal aid support for justice seekers. As a result, coordination, communication and establishment of relationship with different institutions are more effectiveness reduce social disorders from communities.

The objectives:

- Introduce with Tea Garden Trade leaders
- Introduce IPDS project activities, goal and achievements
- Total Scenario of tea garden Communities
- Basic law & legal aid support

Discussion contents:

- Goal, objective & activity of IPDS
- Discussion on GIZ in short
- Present scenario of Tea Garden communities
- RJ process and its characteristics
- Resolved matters and None – resolved matters
- RJ, Mediation, referral and diversion
- Bailable and none bailable cases
- Basic law, Rights and human rights
- Criminal matters and civil matters
- Legal Aid service
- Open discussion
- Evaluation and declaration the meeting end.

Decisions:

- Facts or matters which can be resolved through Restorative Justice Process in the tea garden communities.
- Ensuring legal aid support for justice seekers among the tea garden communities
- Referral to suitable persons to suitable institution.
- Coordination, communication and establishment of relationship with different services providers, government agencies and institution.
- Access to justice at community level reducing social disorders from communities with the support of Restorative Justice Facilitator and Community Volunteer.

- None formal judicial systems make effective & strong with the support of RJ Process in the community.

Quotations of Key persons:

Bonifaces Khonglah, Acting Regional Director, Caritas Sylhet Area Said, Caritas Bangladesh has been working for a long time in greater Sylhet for the development of marginalised and indigenous communities including tea garden peoples. They are one of the most vulnerable groups in Sylhet Division. Caritas Bangladesh specially Sylhet Region has taken many initiatives to remove their vulnerabilities like micro finance program, Credit Union, education program, technical training for self-reliant, awareness campaign, climate change, human rights, advocacy and lobby for disadvantage peoples, legal aid support, skill develop for CBO members and financial support for the members of IGA etc. Panchayet leaders have a great opportunites to raise their voice for promoting human rights and preventing corruption in the communities. There are credit union offices with the technical support of Caritas for financial support of tea garden communities which office was provided by tea garden authorities. Coordination and communication are first priority for the development of marginalised groups.

Advocate Abdul Ohaid, District Judge Court, Moulvibazar said, you have to know about basic law. Simply there are two kinds of court. (1) Criminal court and (2) Civil court. If you are justice seeker you can collect legal aid form from Union Parished- full fill it then submits to district legal aid office. IPDS will aware about that to community peoples.

Ashok Kumar Gowala, Panchayet President Gazipur tea estate said, I have a good relationship with tea garden authority and tea workers in Gazipur tea estate. Simple facts or matters are resolved by Panchayet committee. A good member of community people is deprived from government services lack of proper information and communication. So, we need a proper relation with different institutions.

Eshita Nayek, tea garden worker, Rangicherra Tea Estate said, every activity is important for us. Our wage is so low how can we maintain our family by the salary. Per day I receive tk. 122 only after collection of tea leaves. Many times, tried to improve our luck but failure. This wage differs on according to categories of tea garden.

Sojol Borkurmi, community leader Rangicherra Tea Estate said, Some of them are loyal to the tea garden authority. That is why we can't establish justice in the community. Restorative Justice is an example for us as resolution dispute process among communities with the support of RJF & CV.

Joyanto Lawrence Raksham, DPO thanked all participants for participating the meeting effectively. He shared project activates under Prison Reform for Promoting Human Rights and Preventing Corruption in Bangladesh Project. DPO discussion the objective of project, project goals, Challenges and outcome of the project to support legal aid among Ethnic Minorities and Indigenous Peoples, Linguistic minority group, Dolit, Horijon, Tea Garden workers and vulnerable group.

Courtyard meeting on government Legal Aid Services

With the objective of awareness raising on legal aid issues and inclusion of social safety net programme, the courtyard meetings have organised.

The programme was very informative and effectiveness. The communities have known the government legal aid process and provides free legal aid to the poor and helpless. These services are also available at Union Parishad free of cost, they have known.

Community Paralegals also informed about RJ, Referral and Diversion in the court yard meeting. They asked them If there is any kind of dispute or unresolved dispute, RJ or CV is requested to

cooperate with the information. They were made aware about the widow allowance, old age allowance, disability allowance, child allowance, maternity allowance, VGD, VGF, rice of TK.10 per kg, etc. through the union council.

The following issues are addressed through courtyard meeting:

- Increase awareness program to stop violence against women and child
- Ensuring legal aid support and inclusion of social safety net programme among marginalized community people.
- Reduce harmful incidents through RJ process.

The courtyard meeting details:

October 2021

Moulvibazar District

Date	Place	Participants		
		Male	Female	Total
3/10/2021	Muroicherra Punjee, Karmadha	4	7	11
7/10/2021	Amchori Punjee, Baramchal	6	5	11
8/10/2021	5 no Punjee, Barlekha	3	8	11
8/10/2021	Gazipur Tea Estate, Kulaura	10	10	20
9/10/2021	Nalikhai Punjee, Dakhin Shahbajpur	11	3	14
Total		34	33	67

Mymensingh District

Date & Union	Venue	Participants		
		Male	Female	Total
21,26 October 2021 Bhubankura Union	1.Polastola Village 2.Sondhakura village	11	15	26
27-28October 2021 Dhobaura Sodor Union	1.Bolorampur Village 2. Dfhairpara Village	05	20	25
27-28 October 2021 Ghoshgaon Union	1.Dafuliapara Village 2.Mandertoli village	04	16	20
29-30 October 2021 Haluaghat Sodor Union	1.mujakhali village 2.Biroidhakuni Village	09	21	30
25-26 October 2021 Jugli Union	1.Gusber Village 2. SongraVillage	03	19	22
5-6 October 2021 Gazirvita Union	1.Namchapara village 2.Dhomnikura village	04	16	20
20 October 2021 Gamaritola Union	1.Doripara Village 2.Nolgora Village	06	21	27
21 October 2021 Bagber Union	1.Poschim Sripur Village 2. poschim Shalkona Village	07	17	24

22-23 October 2021 Koichapur Union	1.Ruhi Pagaria Village 2.Dhorsarpar Village	08	20	28
Total		57	165	222

November 2021

Mymensingh District

Sl. No.	Union	Number of Events	Participants		
			Male	Female	Total
01	Bhubankura Union	02	01	31	31
02	Dhobaura Sodor Union	02	06	21	27
03	Ghoshgaon Union	02	10	10	20
04	Haluaghat Sodor Union	02	9	14	23
05	Jugli Union	02	7	19	26
06	Gazirvita Union	02	8	12	20
07	Gamaritola Union	02	04	25	29
08	Bagber Union	02	06	20	26
09	Koichapur Union	02	12	13	25
Total=18			63	164	227

Moulvibazar District:

Date	Place	Participants		
		Male	Female	Total
13/11/2021	Rahmaria Tea estate Dokhin Shahbajpur, Barlekha Upazilla	10	02	12
22/11/2021	Tombirabad Tea estate Dokhin Shahbajpur, Barlekha Upazilla	6	06	12
7/11/2021	Dimai Mission, Barlekha Sadar Union, Barlekha Upazilla	7	04	11
08/11/2021	Moddyo Dimai, Kulaura Upazilla	3	12	15
05/11/2021	Baromchal Union, Kulaura Upazilla	7	03	10
5/11/2021	Baromchal Tea Garden Kulaura Upazilla	7	05	12
5/11/2021	Korer Gram, Kulaura Union, Kulaura Upazilla	7	05	12
6/11/2021	Saidpur Gram, Kulaura Union, Kulaura Upazilla	6	07	13
07/11/2021	Megatila Punjee	02	11	13
10/11/2021	Tatiully	05	06	11
Total 10		60	61	121

December 2021

Moulvibazar District

Date	Place	Participants		
		Male	Female	Total
03/12/2021	Barkapon Gram, Kulaura Sador Union, Kulaura Upazilla	01	11	12
04/12/2021	Haripur, Kulaura Sador Union, Kulaura Upazilla	02	08	10
03/12/2021	Boromchal Tea Garden, Dipu Line, Boromchal Union, Kulaura Upazilla	04	06	10
04/12/2021	Mohollal, Boromchal Union, Kulaura Upazilla	02	08	10
04/12/2021	Rangicherra Tea Garden Karmoda Union, Kulaura Upazilla	03	09	12
5/12/2021	Babnia, Karmoda Union, Kulaura Upazilla	04	09	13
04/12/2021	Gangajrol, Sador Union, Barlekha Upazilla	03	11	14
05/12/2021	Kasurigul, Sador Union, Barlekha Upazilla	01	13	14
08/12/2021	Main Line, Tombirbad Tea Garden, Shahbajpur Union, Barlekha Upazilla	06	09	15
09/12/2021	Gholisa, Shahbajpur Union, Barlekha	07	11	18
Total		33	95	128

Mymensingh District:

Date	Place	Participants			Total
		Male	Female	Juvenile	
11/12/2021	Bagber UNION	3	8	3	14
11/12/2021	Bagber Union	0	10	0	10
5/12/2021	Gamaritola Union	1	12	0	13
6/12/2021	Gamaritola Union	0	6	7	13
5/12/2021	Dhobaura Sodor Union	3	6	2	11
6/12/2021	Dhobaura Sodor Union	3	9	2	14
5/12/2021	Gosgaun Union	1	11	2	14
6/12/2021	Gosgaun Union	1	7	4	12
6/12/2021	Bhubonkura Union	2	9		11
20/12/2021	Bhubonkura Union	2	14		16
5/12/2021	Juglee Union	4	7		11
20/12/2021	Juglee Union	6	6		12
4/12/2021	Koichapur Union	5	8		13
8/12/2021	Koichapur Union	5	10		15
13/12/2021	Haluaghat Sodor Union	4	12		16
13/12/2021	Haluaghat Sodor Union	4	12		16
5/12/2021	Gazirbita Union	4	3		7
6/12/2021	Gazirbita Union	4	6		10
	Total	52	156	20	228

Participants quote:

Kennedy Sumer, Myntri (Headman), 5 no Punjee, Barlekha.

He said that they had less idea about the legal aid services in Bangladesh. Now they are aware that poor people in the community will also get access to justice through legal aid services in Union Parishad.

Nutly Lamin, Ex UP member, Amchori Punjee, Baramchal,

Nutly Lamin said that Khasi people in Punjees are deprived from getting legal aid services. They were not informed about this services and minor ethnic groups have priority to get legal aid services. She thanked IPDS for informing them about their rights and other rights.

Eva Lamin, Restorative Justice Facilitator, 9 no ward, Barlekha Sadar

She said that now she understood poor, Disabled person, minorities, women and disadvantaged people are eligible to get government legal aid services. She thanked IPDS for their program that made them aware about their legal rights.

General Dhar, Headman, Esacherra Punjee, Karmadha

He said that Khasi people are not aware about legal aid services. He understood about legal aid through this courtyard meeting. It is challenging to resolve issues; however, people will be benefited through this project of IPDS. He thanked IPDS for their effort to make them aware of their rights.

Quotation of Participants:

Nanu Miah, ex up member said, this is very good project. I feel very proud because I am a Restorative Justice Facilitator. I can do it properly for community people.



Quotation of Participants:

Tamanna Begum Said, ‘thanks a lot IPDS for good initiative for the people of community. If we can establish Justice through this process, it will be great done for disadvantages people.’

Abdul Jolil Said, ‘dispute resolution process is existence in our culture or society but it is important to improve and effective the process. By discussion we understood that legal aid can help vulnerable in our communities.’

Nanka Ghor said, ‘before I don’t know government help for legal aid or where do I get this service from? Now from no I do this help for our community.’

Quotation of participants: Rezia Khatun of Gamaritola Union said she did not know before what legal aid was. Sajita Rema of Bagber Union said, “District Legal Aid, this is the first time I know. "I have a lot of problems with my private land, and if there is a legal aid clinic program, I will know about it," said Surna Richil of Gazirvita Union. Fayez Uddin of Jugli Union No. 2 said, "Since I have been elected as a UP member, I will continue to work for finding suitable people for government services."

Monthly coordination meeting with RJF’s and CP at Union

Regular Monthly coordination meetings with RJF and CP have been held in their respective Unions. The meetings were facilitated by Community Paralegal.

The agendas are as follows:

1. RJ Training Review
2. Mediation, referral and diversion
3. Backyard meeting and legal aid clinic and
4. Government services
5. Regular monitoring
6. Collection and discussion of conflict information
7. Public and private legal aid agencies, social security and Union Services.
8. Achievements: RJ & Mediation Process and their role and responsibilities, Referral, Diversion
9. Legal Aid Clinic
10. Other activities

Decisions:

1. Collecting necessary papers for RJ, referral and diversion.
2. Regular monitoring
3. Keep in touch with stakeholder
4. Dispute resolution through RJ and Mediation and submit to necessary information to CP.
5. Ensuring justice seekers (Poor, Marginalized, helpless, tea garden and indigenous peoples) through court yard and legal aid clinic.
6. Compromising facts or matters will be resolved by RJ at community level.

RJF Coordination meetings Details:

November 2021

SL. No	Date	Union	Participants		
			Male	Female	Total
01	15/11/2021	Dhobaura Sador Union	09	09	18

2	22/11/2021	Ghoshgaon Union	09	09	18
3	22/11/2021	Gamaritola Union	09	09	18
4	24/11/2021	Bagber Union	09	09	18
5	20/11/21	Bhobonkura Union	09	09	18
6	19/11/21	Jugli Union	09	09	18
7	22/11/21	Gazirvita Union	09	09	18
8	24/11/21	Haluaghat Sodor Union	09	09	18
9	23/11/21	Koichapur Union	09	09	18
10	29/11/2021	Prochesta Office Meeting Room, Robirbazar, Kulaura	09	09	18
11	29/11/2021	Agroni High School, Kulaura Sador Union, Kulaura	09	09	18
12	29/11/2021	Boromchal Mission, Boromchal, Kulaura	09	05	14
13	29/11/2021	Barlekha Sador Union, Barlekha,	06	06	12
14	29/11/2021	Dokkin Shahbajpur UP, Barlekha Upazilla	05	09	14
Total			119	119	238

December 2021

Date	Place	Participants		
		Male	Female	Total
14/12/2021	Barlekha Sador Union, Barlekha Sador	09	09	18
13/12/2021	Protabi High School, Kulaura Sador Union, Kulaura	09	09	18
13/12/2021	Lokhipur Mission, Kormoda Union, Kulaura Upazilla	07	09	16
14/12/2021	Dokhin Shahbajpur Union, Barlekha Upazilla	09	09	18
14/12/2021	Boromchal Mission, Boromchal UP, Kulaura, Upazilla	09	09	18
		43	45	88

Monthly DLAC meeting at Court premises in Moulvibazar District

Monthly District Legal Aid Committee Meeting was held on 24 November, 2021 in District Judge Court Conference Room in the district of Moulvibazar. All of them maintained hygiene and health rules of COVID-19 situation during meeting. The Meeting was presided over honorable Chairman, District Legal Aid Committee and Learned District and Session Judge, Moulvibazar and the meeting is facilitated by General Secretary Legal Aid Committee, judge court, Moulvibazar. More than 22 participants attended.

Agenda:

- Holly Quran recite
- Welcome speech

- Last 153th Monthly Meeting Resolution approval
- Applied two learned advocates for inclusion in the Legal Aid Committee
- Open discussion
- Conclusion

Decision:

- Approval Monthly Meeting Resolution
- Approval two learned advocates for inclusion in the Legal Aid Committee
- Experienced and 5 years over as advocate in the District Judge Court are eligible to apply for member of Legal Aid Advocate Panel
- Approval IPDS as participants observer member in the District Legal Aid Committee.

Key Persons Speech:

Honorable Chairman, District Legal Aid Committee urged, ensuring the inter-judicial agencies representatives participating in the meeting.

Monthly coordination meeting among between BRAC and IPDS (CBW & PAS) - 2021

Monthly coordination meeting among between BRAC and IPDS (CBW & PAS) was held on 23 November and 12 December 2021 at BRAC Office (PAS), Sultanpur Road in Moulvibazar District.

All of the attended participants-maintained hygiene and health rules of COVID-19 situation during the meeting. The meeting was facilitated by Joyanto Lawrence Raksham, DPO, Kulaura and the meeting was chaired by Advocate Abdul Ohaid, DPO, BRAC, in the district of Moulvibazar.

The objective of the meeting is introduced by Joyanto Lawrence Raksham, DPO under the project title 'Justice and Prison Reform for Improving Human Rights and Preventing Corruption in Bangladesh. He greeted all attended participants were present from both side IPDS and staff of BRAC (PAS).

The Meeting agenda were:

- Introduced with Project Staff.
- Opening speech
- Sharing Project activities
- Result of the project
- Monthly DLAC Meeting Related
- Open discussion

The decision of the meeting is given below:

- Effective Communication and Coordination with both Organizations staff.
- Sharing activities, results and Challenges
- Conduct some activities jointly
- Sharing information & data if effective both Organizations

Date	Place	Participants		
		Male	Female	Total
23/11/2021	BRAC Office (PAS), Sultanpur Road, Moulvibazar	04	02	06
12/12/2021		04	01	05

Speech of Key Persons:

Advocate Abdul Ohaid, DPO, BRAC – Moulvibazar said, ‘Access to Justice at Community’ is mainly one kind of Legal Aid Support Activity for the people of marginalized and disadvantaged communities including indigenous Peoples at rural area. We had been working with Jail authority and court reducing prison overcrowding and providing legal assistance and information to justice seekers at court through Legal Aid Services Desk. We are not advocate but like paramedics in the health care system. During Covid - 19 pandemic we have provided health and hygiene materials to the relevant institution like court, prison, CDC, DLAO and Bar Association.

Rajib Kumar Kanu, Paralegal said, we are very happy to introduce with the staff of IPDS. Both organizations are working access to justice establishment of making relationship and linkage between different institutions, agencies and organizations for ensuring legal aid assistance for justice seekers in both community and district level.

Joyanto Lawrence Raksham, DPO thanked both organizations participants for participating the meeting effectively. He shared project activates under Prison Reform for Promoting Human Rights and Preventing Corruption in Bangladesh Project. DPO Summarized the objective of project, project goals, Challenges and outcome of the project to support legal aid among Ethnic Minorities and Indigenous Peoples, Linguistic minority group, Dolit, Horijon, Tea Garden workers and vulnerable group.

A short Meeting with government officer

In this period total 7 short meetings have been held with different local government officers to increase communication and building network among the community peoples.

The discussion contents were:

- Introduced with Project Staff.
- Sharing Project activities
- Diversion, Referral and other activities
- Result of the project
- Others

The decision of the meeting is given below:

- Regularly Communication and Coordination with Upazilla Women Affair Officer and office in charge and police station.
- Referral Suitable persons to Suitable Institution.
- Combinedly organized national and International Days.
- Sharing information timely in different department
- Awareness program builds up among the Community Peoples
- Legal Aid Support for eligible persons.

Speech of Key Persons:

Selina Yeashmin, Upazilla Women Affair Officer said, I have read your Restorative Justice Meeting Facilitation book and bruiser. It is very helpful and effectiveness for your newly implemented project access to justice at community peoples. There are many incidents occurred at community level like criminal issues and civil issues. Some incidents come to me solving criminal issues like prevention of child marriage, Prevention of demand of dowry and family dispute. There is a great opportunity to work together for promoting human rights and preventing

corruption in our working area. Previous time we worked very closely to inclusion indigenous peoples/ women under safety net program. Many of them were received old allowance, dowry allowance, handicap allowance and child & mother care service from union Parishad with the support of Upazilla Women Affair and Upazilla social welfare depart. Upcoming event is jointly organized by GO and NGO both institutions through taken proper initiative.’

Khursida Akter, trainer said, we have led a lot of sewing trainings for adolescents and vulnerable women including indigenous women. If anyone timely contact with us they have a chance to take training on short course or long time in Upazilla Women Affair office.

Margret Sumer, Monitoring and Evolution Officer said, in fact it is a legal Aid support project. Through this project we have a great opportunity to implement many activities with results as short time almost one and half year till December, 2022. Dispute resolution at community level is one of the major activity or output in the project. Referral and diversion are another important activities and outcome on going project. There is also an opportunity to direct support for victims for their transport, Shelter, food and documentation.

Joyanto Lawrence Raksham, DPO thanked Upazilla Women Affair officer and other participants for participating the meeting effectively. He urged Upazilla Women Affair Officer to help the staff of Justice and Prison Reform for Promoting Human Rights and Preventing Corruption in Bangladesh Project. DPO Summarized the objective of project, project goals, Challenges and outcome of the project to support legal aid among Ethnic Minorities and Indigenous Peoples, Linguistic minority group, Dolit, Horijon, Tea Garden workers and vulnerable group.

Another short meeting with police station, Dhobaura Thana was held on 25 November 2021. The participants were IPDS project Staffs and Dhobaura Thana staffs. Total Participants were 14, among them 6 were female. All of participants-maintained hygiene and health rules of COVID-19 situation during the meeting. The meeting was facilitated by Mithun Jambil, M&E Officer, Mymensingh District.

Speech of Key Persons:

Abul Kalam Azad, Office In charge (OC) Dhobaura Thana said, I have been aware of your project before and today I introduced your Paralegals and got a lot of important information. I appreciate your activities and will do cooperate with them. The rule of law will be established and a beautiful society will be built by cooperating with those who are really oppressed, those who need legal help. My colleagues and I will always support you.

Mithun jambil, MEO, IPDS Mymensingh said, we are working in four Unions in this Upazila to establish justice and this is a big challenge for us. Referrals and diversions are an important part of our ongoing project. At the same time, he spoke about the cooperation with the BIT police officers in charge of 4 Unions in our area of work through communication and information gathering.

Short Meeting details:

November 2021

Date	Place	Participants		
		Male	Female	Total
10/11/21	Upazilla Women Affair Department, Kulaura, Moulvibazar	06	07	13

25/11/21	Dhobaura Thana, Mymensingh	08	06	14
	Total	14	13	27

December 2021

Date	Institutions	Participants		
		Male	Female	Total
14/12/2021	Upazilla Information Services officer, Dhobaura, Mymensingh	03	06	09
14/12/2021	Upazilla Youth Development services officer, Dhobaura, Mymensingh	03	04	07
07/12/2021	District Legal Aid Office, Mymensingh District Legal Aid Officer Senior Assistant Judge Raushan Ara Rahman attended. Advocate Nahrin Sultana Nila, DPO, BLAST also present there. Suja Chisim, DPO, IPDS, Mymensingh attended.	01	02	03
07/12/21	Upazilla Social Welfare Office, Barlekha, Moulvibazar	06	01	07
20/12/2021	Belkuma Punjee, Karmoda UP, Kulaura Upazilla, Moulvibazar	15	01	16
	Total	28	14	42



Short meeting with Upazilla Information Services officer, Dhobaura, Mymensingh

Participants Comments:

Saiful Islam, Upazilla Social Welfare Officer said, I have read your Restorative Justice Meeting Facilitation book and bruiser. It is very helpful and effectiveness for your newly implemented project access to justice at community peoples. There is a great opportunity to work together for promoting human rights and preventing corruption in our working area. Previous time we worked very closely to inclusion indigenous peoples/ women under safety net program. Many of them were received old allowance, dowry allowance, handicap allowance and child & mother care service from union Parishad with the support of Upazilla Women Affair and Upazilla social welfare depart. Upcoming event is jointly organized by GO and NGO both institutions through taken proper initiative.'

Chairman of Gazirvita Union said, I want to service the people, don't to get respect. You will inform me all kinds of problem; I will try my best to fulfill your demands and opportunities, he added.

More Information:

New elected Chairman Mohibul Azad, Karmoda UP, Upazilla Education officer, assistant education officer, Head teacher of Rabeya primary & High school, UP member and other respected People were present in the short Meeting at Belkuma Punjee, Karmoda Union, Kulaura – Moulvibazar.

Quarterly mixed group meeting with RJs and CVs at union (rural)/ward-area (city) level (2021)

Indigenous Peoples Development Services (IPDS) organized total 20 quarterly meeting among RJs and CVs at union (rural) in this period. The meeting was executed by Community Paralegal in 5 UP under Kulaura and Moulvibazar in Moulvibazar District.

The meeting purpose was to increase communication and strengthening their network.

The meeting contents:

- RJ and Mediation process
- Referral and Diversion
- Role & Responsibilities of RJ and CV
- Dispute resolution through RJ and Mediation
- Awareness campaign build up through court yard

Decisions:

- Compromising facts or matters resolve at community level with support of RJ and Mediation
- Initiative steps taken Prevention of demanding dowry and gambling in the community
- Increase awareness program to stop violence against women and child
- Ensuring legal aid support and inclusion of social safety net programs among marginalized community people.
- Facts or matters which cannot be resolved through RJ, its referral to suitable institutions for justice.
- Cases divert from Court or police station that dispute resolution through RJ or mediation at community level.

UP member candidate Shombu Boury said, Restorative justice and Community Volunteer jointly afford make the project successful.

Pastor Pyrine Sutting said, the model of RJ is very effective and helpful for community no doubt. We can learn new idea and information from different projects to prevent harmful incidents in our society.

Details:

Date	Place	Participants		
		Male	Female	Total
11/11/2021	Chotolekha, Dokhin Shahbajpur Union, Barlekha Upazilla	5	07	12
12/11/2021	Muraul RJF House, Dokhin Shahbajpur Union, Barlekha Upazilla	5	07	12
24/11/2021	Agar Punjee, Dokhin Shahbajpur Union, Barlekha Upazilla	8	03	11
25/11/2021	Dokhin Shahbajpur Union, Barlekha Upazilla	4	5	9
13/11/2021	Dimai Mission School, Union, Barlekha Upazilla	6	5	11
14/11/2021	Dimai Mission School, Union, Barlekha Upazilla	4	4	08
23/11/2021	Barlekha Sador Union, Barlekha Upazilla	7	8	15
24/11/2021	Barlekha Sador Union, Barlekha Upazilla	5	5	10
12/11/2021	Baromchal Mission, Baromchal Union, Kulaura	9	6	15
13/11/2021	Baromchal Mission, Baromchal Union, Kulaura	9	7	16
24/11/2021	Baromchal Mission, Baromchal Union, Kulaura	4	7	11
25/11/2021	Baromchal Mission, Baromchal Union, Kulaura	5	5	10
12/11/2021	Agroni High School, Kulaura Sador Union, Kulaura	6	7	13
14/11/2021	Agroni High School, Kulaura Sador Union, Kulaura	8	5	13
23/11/2021	Gazipur Tea Estate, Kulaura Sador Union, Kulaura	3	11	14
24/11/2021	Gazipur Tea Estate, Kulaura Sador Union, Kulaura	10	4	14
02/11/2021	Karmoda High School, Karmoda, Kulaura	6	7	13
12/11/2021	Karmoda High School, Karmoda, Kulaura	7	5	12
21/11/2021	Haidorgonj High School, Karmoda, Kulaura	4	9	13
22/11/2021	Haidorgonj High School, Karmoda, Kulaura	8	5	13
	Total	123	122	245

December 2021

Date	Place	Participants		
		Male	Female	Total
07/12/2021	Chondrokuna Forum office, Ghosgaon Union	07	07	14

08/12/2021	Chondrokuna Forum office, Ghosgaon Union	06	07	13
09/12/2021	CBO Trining Centre, Ghosgaoun Union	07	06	13
11/12/2021	CBO Trining Centre, Ghosgaoun Union	07	07	14
07/12/2021	Goalkhali RC School, Gamaritola Union	07	07	14
08/12/2021	Goalkhali RC School, Gamaritola Union	07	06	13
09/12/2021	Goalkhali RC School, Gamaritola Union	07	07	14
11/12/2021	Goalkhali RC School, Gamaritola Union	06	07	13
07/12/2021	Forhat Cadet School, Bagber Union	03	10	13
08/12/2021	Forhat Cadet School, Bagber Union	06	07	13
09/12/2021	Union porishad Hall room, Bagber Union	10	04	14
12/12/2021	Forhat Cadet School, Bagber Union	08	06	14
08/12/2021	Dhairpara High School, Dhobura Sodor Union	07	06	13
09/12/2021	Dhairpara High School, Dhobura Sodor Union	07	06	13
11/12/2021	Dhairpara High School, Dhobura Sodor Union	06	07	13
12/12/2021	Dhairpara High School, Dhobura Sodor Union	07	08	15
08/12/2021	Majkura Somaj Seva Office, 1no Bhubonkura Union	07	07	14
09/12/2021	Mohisleti Madrasa, 1no Bhubonkura Union	07	06	13
11/12/2021	Askipara Resource Centre, 1no Bhubonkura Union	07	07	14
12/12/2021	Askipara Resource Centre, 1no Bhubonkura Union	06	07	13
09/12/2021	Songra GBC School, 2no Juglee Union	07	07	14
10/12/2021	St. Marries Junior High School, 2no Juglee Union	06	07	13
11/12/2021	Songra GBC School, 2no Juglee Union	07	06	13
12/12/2021	St. Marries Junior High School, 2no Juglee Union	07	07	14
07/12/2021	Pagol Para Community Centre, 3no Koichapur Union	07	06	13
08/12/2021	Koroikanda, 3no Koichapur Union	07	07	14
09/12/2021	Pagol Para Community Centre, 3no Koichapur Union	06	07	13
11/12/2021	Koroikanda, 3no Koichapur Union	07	07	14
06/12/2021	St. Andrews High School, 4no Haluaghat Union	07	07	14
07/12/2021	St. Andrews High School, 4no Haluaghat Union	06	07	13
08/12/2021	St. Andrews High School, 4no Haluaghat Union	07	06	13
09/12/2021	St. Andrews High School, 4no Haluaghat Union	07	07	14
06/12/2021	Compassion Hall Room, 5no Gazirbita Union	07	07	14
07/12/2021	Compassion Hall Room, 5no Gazirbita Union	06	07	13
08/12/2021	Compassion Hall Room, 5no Gazirbita Union	07	07	14
09/12/2021	Compassion Hall Room, 5no Gazirbita Union	07	06	13
	Total	243	243	486

Suprio Manda, RJF said, we have got ideas on new topics such as how to prevent conflict through RJ, how to involve people in social security protection. It's Very instructive for everyone. He wished success to this project.

Abu Taher (CV) who newly elected UP member, 4no ward, 1no Bhubonkura Union, Haluaghat Upazila, he said, any information for your kind consideration I could help you so that government facilities for right persons.

Mir Ali RJ and Business man said, benefiting from being involved with the project. I have got the opportunity to serve my own society. I am trying to establish justice in the society by serving the poor and miserable people of the society.

Organise Day Observance (International Day for the Elimination of Violence against Women 2021)

The International Day for the Elimination of Violence against Women has observed jointly IPDS and Government Women affairs Department, Kulaura Upazila on 25 November 2021.

Aims of the meeting:

Create Awareness on

- Violence and abusive behaviour against women
- Preventive actions to stop violence against women
- Rights of women
- Places to get to justice
- Introduction of "Access to Justice at Community level" and activity of the project

Discussion:

- Discuss on how women face violence and abusive behaviour by people. There are different kinds of abuse, such as social, mental, physical and emotional.
- Preventive actions to stop violence against women- Everyone should aware about the violence and abusive behaviour to protect themselves against them.
- There are many rights of women to protect them and to develop themselves. They are also getting some opportunities and advantages from government to improve their socio-economic condition through social service and women affairs projects.
- There are some places to go to receive justice, such as, RJF, community leaders, UP members and Chairmen, Women affairs Office, police station, court etc.

"Access to Justice at Community" is a project of IPDS that works for all people in the community to ensure justice and to create access for people to judicial system in Bangladesh. This project also helps women to get proper legal aid and preventive care.

Decisions:

- Participants will share their knowledge about violence and abusive behaviour against women with their friends and family
- Participants will be aware about abusive behaviour and talk about it with elders who can protect them and raise their voice against violence with women.
- They will speak about their rights as human while they have similar rights as male counterparts.

- First of all, participant will go to the community leaders, RJF and local justice system to solve their problem. They will also go to UP Office, Upazila administration, police and court for serious issues.
- IPDS are working in Kulaura Upazila and will support women in the community level to stop violence against women at root level.

Important participants, name, position, organisation and quotes:

Mrs. Selina Yasmin, Women Affairs Officer, Kulaura, Moulvibazar.

Mrs. Selina Yasmin said that Bangladesh aims to achieve violence free against women so that they celebrate this special day every year to create awareness. Everyone should aware and help other women from violence. She asked everyone to be the person to ‘ring the bell’ to stop abusive neighbour from violence or torture.

Mr. Shajahan Kabir, Gender Promoter, Kulaura, Moulvibazar

Mr. Shajahan Kabir said that he is proud to work as gender promoter and help juvenile in different clubs to improve their knowledge and skills. Through his service he awares the youth to respect women and ensure their rights. He expects that abusive behaviour against women will be decreased day by day.

Other participants, name, position, organisation and quotes:

Ms Jesmin Akter, trainee at women affair training centre, Kulaura said that she is glad to attend on this day observation because she knew about women violence today and how to get prevention from it. She said she will raise her voice against women violence from today and share her knowledge with her friends.

Haluaghat Upazila, Mymensingh District

In Mymensingh District, IPDS organized a colorful rally and discussion meeting on the occasion of The International Day for the Elimination of Violence against Women on 25 November 2021 at Haluaghat Upazila Parishad. Honorable Upazila Nirbahi Officer Mr. Rezaul Karim, Honorable Women's Affairs Officer Ms. Gole Jannat Setu, Representative Sub Inspector of Haluaghat Police Station Md. Obaidul Islam were attended as honorable guest. IPDS Staff, local media, UP elected bodies and RJ and CP members were also attended. Total participants were 79, among them 17 male and 62 female.

Welcoming remarks made by Mr. Shuja Chisim, DPO. The colorful rally inaugurated by Honorable Upazila Nirbahi Officer.

In the discussion meeting, Honorable Upazila Women's Affairs Officer made a valuable speech that the International Day for the Elimination of Violence against Women was declared on November 25, 1981 at a conference of women in Latin America to prevent violence against women. She further said that everyone should come forward to prevent violence against women. However, she said that it is very unfortunate that women are often harassed by women. She spoke about the various steps taken by the government to make women self-reliant.

Mr Suja Chisim, DPO, said Samakal had reported a rise in the number of rapes and rapes of women over the past year, and that the number of murders had risen as the number of rapes increased.

According to the report published in the newspaper, last year there were 5742 cases, this year it has increased to 6222.

Honorable Upazila Nirbahi Officer delivered speech, "According to our official calculations, the anti-violence party has started with the day of prevention of violence against women and till December 10, the International Human Rights Day, this party is being celebrated in different countries of the world through various programs."

He further said that it is not possible for the administration alone to prevent the harassment of women, those of you who are working at the grassroots level have the most important role to play. You will inform the administration about child marriage, drug trafficking, violence against women, militancy and any other incident. Also speaking were police representatives, IPDS staff Noor Alam, local journalist Naeem and women representative Ms. Kamrunnahar Kajal.

The Upazila Nirbahi Officer thanked all and invited them to attend the Human Rights Day on 10 December 2021.

Details:

Date	Place	Participant			TG	Total
		Male	Female	Juvenile		
25/11/2021	Women affairs Department, Kulaura Upazila	1	18	5		24
	Staff/Resource	2	2			4
25/11/2021	Haluaghat Upazila	17	62			79
	Total participants	20	82	5		107

Organise Day Observance (International Day of Human Rights 2021)

International Human Rights Day was observed on 14 December at Kulaura Upazila under Moulvibazar District and 19 December at Haluaghat Upazila under Mymensingh District.

The theme was the day, "Equality Reducing inequalities, advancing human rights." The Day is observed every year to raise voice on promoting the human rights of marginalized peoples. Due to COVID-19 pandemic inequalities rises, poverty is fueled among marginalized peoples. Even structural and entrenched discrimination and other gaps in human rights protection increased among these peoples.

Total 79 indigenous peoples and local peoples attended this event.

Discussion:

Discuss on how women face violence and abusive behaviour by people. There are different kinds of abuse, such as social, mental, physical and emotional.

Preventive actions to stop violence against women- Everyone should aware about the violence and abusive behaviour to protect themselves against them.

There are many rights of women to protect them and to develop themselves. They are also getting some opportunities and advantages from government to improve their socio-economic condition through social service and women affairs projects.

There are some places to go to receive justice, such as, RJF, community leaders, UP members and Chairmen, Women affairs Office, police station, court etc.

“Access to Justice at Community” is a project of IPDS that works for all people in the community to ensure justice and to create access for people to judicial system in Bangladesh. This project also helps women to get proper legal aid and preventive care.

Decisions:

- Participants will share their knowledge about human rights with their friends and family.
- Participants will be aware about abusive behaviour and talk about it with elders who can protect them and raise their voice against violence with women.
- Teachers will take a test on the principles of human rights that declared in 1948.
- They will speak about their rights as human while they have similar rights.
- First of all participant will go to the community leaders, RJF and local justice system to solve their problem. They will also go to UP Office, Upazila administration, police and court for serious issues.
- IPDS are working in Kulaura Upazila and will support women in the community level to stop violence against women at root level.

Participants quotes:

Abdul Malik, Head teacher, Kulaura Model High School Said, today we have celebrated International Human Rights Day. It means we have to respect human beings, human dignity. Every man is universal, independent and inalienable. Without human rights we can't establish Justice. Universal Declaration of Human Rights by the United Nations General Assemble on December, 10, 1948 is very important and historical moment for every person. The Day reminds us every born is unique, independent and universal.

Mahbub Karim Mintu, President School Managing Committee said, I would like to express my gratitude ipds for their initiative to observe International Human Rights Day at my school premise. It is very important for our students who become future nation in the country. They know about human rights, justice and human dignity.

Lecturer of Haluaghat Shaheed Smriti Degree College Saral Drong discussed the theme of International Human Rights Day. He highlighted the importance and necessity of celebrating International Day on December 10. He said the declaration was issued at the UN General Assembly on December 10, 1948, after World War II, at the urging of the United Nations and the world's peace-loving nations, to protect innocent people from the horrors of war.

Rokes Chisim, President of Nakma Forum, RJF Meden Taju, cultural activist Kobita Chisim, Tushar Chisim(Member of Paris Council) participated in discussion. They said that the issue of human rights is a very sensitive issue for the marginalized people. If human rights are not established in the country, the indigenous people will be deprived of their rights.

In his keynote address, Titu Ritchil, the mayor's representative, said human rights apply equally to all. Everyone has to work for the establishment of human rights irrespective of race, religion and caste. He concluded his brief speech by wishing a successful Human Rights Day.

IPDS-MJF project report

Duration: January to December 2021

Donors: FCDO & Manusher Jonno Foundation

Project summary:

Title of the project: **“Indigenous peoples’ rights are protected and promoted in Bangladesh”**.

- Name of sub-partners (if applicable): N/A
- Total budget of the project (BDT) : 1,42,95,693 **Taka**
- Amount requested from MJF (BDT) : **Tk. 1,42,95,693** (One crore forty two lacs ninety five thousand six hundred ninety three only)
- Own Contribution (BDT): **Tk. 393,900** (Three lacs ninety three thousand nine hundred only).
- **(Organization should contribute at least 3% on total budget of the proposed project in cash or kind.)**

Project locations:

Kulaura, Borolekha under Moulvibazar district; Nalitabari Upazila under Sherpur district; and advocacy at national level on indigenous issues.

Beneficiaries: Total = 3,268 Male 824, Female 1027, Girls 785, Boys 632 and disabilities 88.

Alignment with Programmatic areas of MJF (please check the most relevant one only):

- Strengthening Public Institutions.
- Tackling Marginalisation and Discrimination
- Rights of the ethnic minority people (indigenous) ✓
- Security and Rights of Women and Girls
- Youth and Social Cohesion
- Decent and Safe Work
- RMG workers
- Migrant workers

Project Goal:

Indigenous peoples including women, youth and persons with disability rights are promoted and protected in Bangladesh.

Objectives/Outcome:

- Indigenous peoples including women, youth and persons with disability have access to services and resources (agriculture extension, education, health, land and legal service) and safety-net programme.
- Improved social status of indigenous women and girls for reducing violence against women.
- Indigenous identity, knowledge, tradition and culture are restored and preserved.

- Indigenous women, men and youth including persons with disability have better income and livelihood opportunities.

1.1 Key result areas of the project:

Sl.	Key result areas of the project	Target				
		Male	Female	Boys	Girls	Total
1	Received safety net service	425	525	20	30	1000
2	Received health service	115	165	110	110	500
3	Access of Education (enrollment)	0	0	690	810	1500
4	woman victims received compensation, resolution and legal services	0	20	0	0	20
5	Received agriculture services and input (from both project and Govt.dep)	250	250	0	0	500
6	Women economic empowerment	0	510	0	0	510
7	Men economic empowerment	510	0	0	0	510
8	Representation in different local forums and bodies	45	55	0	0	100
	Total	1345	1525	820	950	4,640

Achievement 2021

Key result	Total achieve
Received safety net service	498
Received health service	1197
Access of Education (enrollment)	762
woman victims received compensation, resolution and legal services	0
Received agriculture services and input (from both project and Govt.dep)	425
Women economic empowerment	451
Men economic empowerment	404
Representation in different local forums and bodies	162
Total	3,899

Achievement :January 2019 to December 2021

Key result	Target	Total achieve
Received safety net service	1000	1398
Received health service	500	3188
Access of Education (enrollment)	1500	1598
woman victims received compensation, resolution and legal services	20	01
Received agriculture services and input (from both project and Govt.dep)	500	506
Women economic empowerment	510	595
Men economic empowerment	510	600
Representation in different local forums and bodies	100	191
Total	4,640	8,681

Details of the activities:

- ❑ **Meeting with primary group:** In this period IPDS have been organized 190 meeting with primary group members. Among them male 376 female 490. In this meeting have been discussed about the feedback mechanism and EDD, livelihood support, livelihood activities, covid 19 awareness, social safety net, and access of health service.
- ❑ **Half yearly meeting with upazila development committee:** IPDS have been organized 3 half yearly meeting with upazila adcoacy commitee meeting at kulaura on 10/11/2021, Borolekha on 07/11/2021 and in Nalitabari on 09/11/2021. In the meeting, they have decided how to make communication and networking with the union parishad and Government officials. In this meeting were presented male 25 female 08.
- ❑ **Half yearly meeting with union committee:** IPDS have been organized has been organized 29 union level half yearly meeting by IPDS at kulaura, Borolekha and Nalitabari. In this meeting were discussed about the social awareness and access of Government services and facilities. In this meeting were participants male 172 female 124.
- ❑ **Half yearly meeting for 03 ethnic youth forum at upazila level:** IPDS have organized 3 meetings with upazila indigenous forum in Nalitabari on 14/09/2021, kulaura 22/09/2021 Borolekha 14/09/2021. Total participant were presented male 14 female 19.
- ❑ **Half yearly meeting for 03 indigenous woman forum at upazila level:** IPDS have organized 3 meetings with upazila indigenous forum in Nalitabari on 23/11/2021, kulaura 18/11/2021 Borolekha 17/11/2021. Total participant were presented 29 male 08 female 21.
- ❑ **Interactive dialogue with Union Parishad:** IPDS have been organized 8 interactive dialogues meeting with union parishad at kulaura, Borolekha and Nalitabari. In this meeting shared about the access government facilities for beneficiaries, development project initiative for beneficiaries. Total participant were presented 95 male 44 female 51.
- ❑ **Interactive dialogue with community clinic and Government hospital:** IPDS have organized interactive dialogue with community clinic and Government hospital in Nalitabari on 10/06/2021 and Kulaura on 24/06/2021. In this meeting 24 members were

presented male 05 female 19. The discussion was about the health access of indigenous peoples in various health services.

☐ Day observation:

International mother language day observation on 21st February 2021 and International disabilities day 2021: In this period IPDS have been organized International mother language day on 21 February in 06 event at Maghatila, Muroichera, Ishachera, Amsori, Singur and Lutijuri punjee. IPDS also have been organized the international autism day at Nunchera punjee on 3rd December, 2021 with the disabilities persons, punjees children and community peoples.

☐ Day observation: **woman's Event:**

✓ **International woman's day observation:** IPDS have been participated and observed the International woman's day 2021 at kulaura, Borolekha & Nalitabari upazila on 08th March, 2021. The whole programme organized by Upazila woman affairs department and upazila administration. Total participants male 108 female 315.

✓ **International human rights day, rural woman's day and 16 days activism against gender violence:** IPDS have been organized 16 days of activism against gender-based violence, International rural woman's day at Amuli punjee on 20/10/2021, Human rights day at Ishachera punjee on 10th December, 2021. The day observation has been organized in various days and dated to mark and observe the day successfully. The day observation makes a great impact upon the beneficiaries and indigenous peoples. They are becoming aware of the day observation and motto of the various day issues. Total participants were male 140 female 378.

☐ **Parents gathering at school level :** IPDS have been organized 10 parents meeting at school level. In this meeting shared about the enrolment of students, take care during covid 19 the students in their houses, awareness on covid. In this meeting were presented male 72 female 134.

☐ **National media advocacy (Press conference) Media:** The press conference at Abdus Salam hall of national press club in dhaka on 20 November 2019. The activities arranged by civil society organization about protecting the jhimai khasi punjee from tea garden.

☐ **Skill Development Training for Group Members on IGA and Alternative livelihood:** IPDS have been organized 9 IGA training in kulaura, Borolekha and Nalitabari in various dated. In this training the Government officer facilitated the whole training session on agriculture and livestock service in the project area. Participants were participated male 116 female 151.

☐ **Health Campaign:** IPDS have been organized 03 health campaign at Nalitabari, Borolekha and kulaura at village level. In this session the doctors and IPDS staffs make awareness on the COVID and encourage peoples for covid 19 vaccination. The doctors checked and prescribed the peoples in the village.

☐ **Education materials support:** IPDS distributed 1726 education materials among the students and covered 42 schools in the community. There were 822 boys 904 girls students were covered in these education materials. The education materials were 2 khata, 1 pen, 1 pencil box, 1 pencil, 1 eraser, 1 pencil cutter.

- ❑ **Orientation for adolescent:** 06 meeting / orientation for adolescents has been organized at kulaura, Borolekha, and Nalitabari on various dated. The activities have been taken for reproductive health for the adolescent. Total 231 participants were boys 61 and girls 170.
- ❑ **Legal aid support:** The legal aid support was given for the human violence against the indigenous peoples at Ishachera punjee and Sahebtilla punjee under kulaura upazila. Both of the human rights cases were occurred upon the land issues. Conflicted being among the indigenous peoples and land grabber.
- ❑ **IGA Support:** IPDS Supported to the beneficiaries for their income growth and economic. In this year IPDS have supported 300 beneficiaries and each beneficiary received 2500 taka. Among them male 104 female 196. 300(male 200 female 100) beneficiaries received agriculture support. Like winter vegetables seeds for home stead gardening.
- ❑ **Staff meeting :** IPDS have been organized regular coordination meeting. In this period we have organized 12 monthly coordination meeting with staff.
- ❑ **Limitation & Challenges faced by the project :**
 - ✓ For the Covid 19 pandemic we could not communicate with the beneficiaries physically which affected to implementation of the project activities.
 - ✓ During COVID 19 the emergency support and demand is so much but we could not distribute as the demand of the beneficiaries.
 - ✓ During COVID 19 emergency support is very risky in cash dealing because most of the fields are very remote. Especially in Nalitabari because there is no project account for dealing with project activities.
 - ✓ Most of the fields are very hilly and remote areas it is very risky for female staff to visit the field alone. # Many times the land grabber grave the land of the indigenous peoples and in this time they tried to make disturbance the indigenous peoples in their pathway which them to lose their dignity, livelihood, and income source. At this time the staff could not visit in this area.
 - ✓ Some of the beneficiaries did not include in this IGA support due to criteria. Like the young people among the project beneficiaries.
 - ✓ The punjees peoples depend only on betel leaf cultivation and they do not think in the future or alternative livelihood.
 - ✓ Local political leaders and elected bodies negative mind set up on indigenous peoples. Discrimination by the mainstreaming peoples.
- ❑ **Action Taken to address limitation & challenges:**
 - ✓ Visit the insecurity field combinedly and tried to avoid the insecurity field.
 - ✓ We manage locally to avoid the risk of the female staff during the field visits and tried to work combine.
 - ✓ To achieve the project activities sometimes the staff planed as the consent and priority of the group members.
 - ✓ Tried to aware the beneficiaries for the alternative livelihood.
- ❑ **Received MJF support (non-financial) during the reporting period :**
 - ✓ We have received over the phone, virtual meetings,s and social online and technical support from MJF focal person both finance and program to lead the project from time

to time. 2. Sometimes the MJF Executive director and other department staff also give us suggestions to lead the project on track.

Lessons learned and best practices (if any):

- ✓ We have learned that unity, awareness, and an emergency fund should be raised among the group to overcome any emergency like the COVID 19.
- ✓ The close touching and make good communication with peoples and beneficiaries the project activities will be more functional, build trust and smoothly.
- ✓ Health Campaign for raising covid 19 awareness among the peoples.
- ✓ Inspired the people for vaccination of COVID 19 and other health situations.
- ✓ Most of the beneficiaries are not understand and are aware of the demand of their rights. But after being aware and motivated them now they are capable to demand their rights and came to know how to achieve their rights.

Any Other Comments (Suggestion/Recommendation):

- ✓ Form an emergency ngo partners staff welfare fund during a crisis. Required Staff capacity building for the mid-level staff.
- ✓ Project continues for the continued development of the beneficiaries.
- ✓ Increase staff salary.

Future plan:

- ✓ **Enhance participation of the IPs in land reform debates:** land is an essential part of IPs' livelihood, identity, and survival. IPDS will be focus on this issues to ensures the land rights of the Ips among the project activities in the next. It will be also include in the overall development process involving their areas;
- ✓ **Focus on the priorities: IPDS will be focus and will be works on** adequate access to basic rights in **education(primary school)**, healthcare, utility services, and roads. Ensure more enrollment and reduce drop-out rate in schools; and also will be ensure **language center for their own language.**
- ✓ **Build public awareness:** public awareness building is key to the implementation of IP's rights. There is a lot of mistrust between the members of the IPs and the local Bengali population, which is seen as a major hurdle to a sustainable peace in the areas. The conflict could be improved by facilitating regular cultural and social exchanges, democratic and collaborative meetings about resources sharing, and by mutual defense of rights;
- ✓ **Communication:** devise effective communication tools to make people aware of their rights and duties, hygiene and environment, ethnic discrimination and prejudice;
- ✓ **Women's empowerment:** empowerment of women is key to both social and economic development of these communities, so improve their income-generating capacity by providing relevant skills and opportunities, empower them in making decision in their families as well as at the collective decision-making processes;
- ✓ Primary group, woman and youth organization: The primary group will be organized for their capacity building, organize for their savings, livelihood support, will be registered among the Government authority, food bank for the group.
- ✓ **Climate change :**
- ✓ Awareness and activities on climate change adaptation and sustainable agriculture.

- ✓ **Health awareness and Support :**
- ✓ Counseling & financial support for pregnant mothers.
- ✓ Special care for mother and child about their nutrition and health.
- ✓ Health and eye campaign for beneficiaries and financial support for needy people.
- ✓ Form adolescent club and make awareness on reproductive health for them.
- ✓ Training for village midwives.
- ✓ Water sanitation and personal hygiene.
- ✓ **Disabilities :**
- ✓ Special care for disabilities, awareness, health, counseling.
- ✓ Financial support for their livelihood activities.
- ✓ Support necessities kits for their life.
- ✓ Strengthen social organization and youth club.
- ✓ Include more beneficiaries in the working area.
- ✓ Sustainable agriculture and organic farming.
- ✓ training on varmi composes for the beneficiaries.
- ✓ **Minimize water crisis:** Water crisis is so much problem in some of punjees under kulaura and Borolekha upazila during the dry season. The punjees peoples suffer so much in this time. They have to use unsafe water and irrigation. So that IPDS will support safe drinking water and irrigation.

Some Case Studies under this project

Subject: Regular Income growth activities (IGA), (Agriculture inputs: Winter vegetables seeds distribution)

Beneficiaries Name: Dipu Dofu(19296000281)



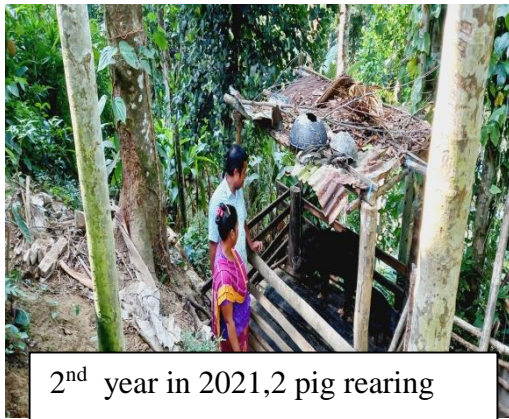
Dipu Dofu lives in old cheltachera punjee in karmadha union under kulaura upazila of Moulvibazar district. He is a primary group member of this punjee which project run by IPDS. He has two sons.

His elder son is studying at Laxmipur Mission high school in class ten and the younger son is studying at punjee primary school. Dipu Dofu besides of betel leaf grows vegetables in the lowlands in the hilly areas as alternative cultivation. In the punjees area generally grows betel leaf as their main occupation. No one wants to change their occupation into an alternative occupation. Dipu has a strong commitment to change his lifestyle and occupation. That's why he grows vegetables, rearing cows, poultry in his outside house. Dipu Dofu received vegetable seeds from IPDS last September 2021. already he sold the vegetables in 3,500- 4,000 taka. He

expends the benefits from vegetables for their family and the education expend of his child. He said that it is a lot of vegetables for selling daily. He plain to cultivate 35 KG potatoes this year. But he said that It is too many difficulties and challenges to grow vegetables for the water crisis, thief and too many expenses for growing vegetables. He thanked the Manusher Jonno Foundation and FCDO for being supported him.



Case study



2nd year in 2021,2 pig rearing

Josinta has created a new income source through pig rearing

Josinta Toju(30) lives in Lutijuri punjee under kulaura upazila of Moulvibazar district and she belongs to IPDS project beneficiaries group members. They lived with 13 members of join family. She is the mother of a son. Josinta came in this village as eldest wife and she look after this family works after died of her mother in law. To provide more earning of the family, they cultivate different types of vegetables around their house, such as gourd, pumpkin, karala, beans and papaya etc. She sold the vegetables and paid for her son's education, medical treatment and family expenses. Josinta received 5000 taka IGA support from IPDS on January 2020 in the component of livelihood. In this money and with their own fund they expense 2000 taka and bought 7,000 taka a pig. After 10 month the pig has been growth and they sold in 42,000 taka. They have received net income 22,000/- taka. In this income they use for their family expenses and they bought two pigs for rearing in this year. Thus, she came to rise in another alternative livelihood for earning of her family. She thanked the MJF and IPDS for provide these opportunities.

Subject: Access to Government Services

Housing by Prime minister of Bangladesh

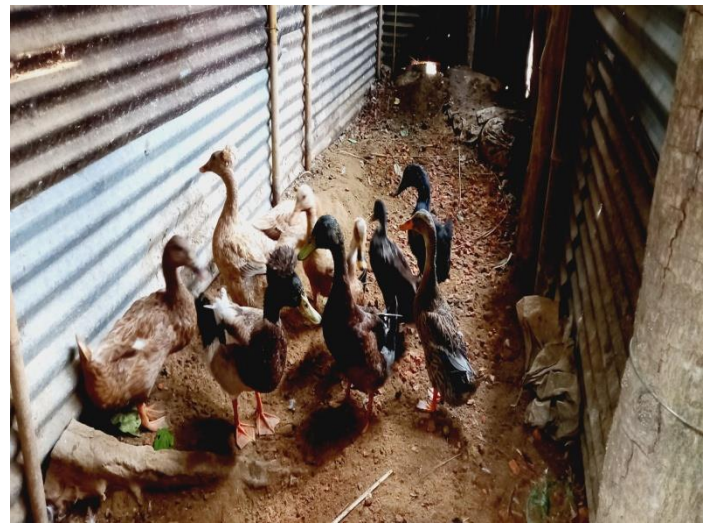
Name: Losi Sumer wife of Dominik Sumer



Losi Sumer wife of Dominik

khonglah(19296000397) lives in 5 no punjee of Borolekha under Moulvibazar district. Losi Sumer husband Dominik Sumer is a beneficiaries member of a project run by IPDS. IPDS has been working with engaging in dialogue and communication with various government departments, local administrations, and people's representatives to promote the rights and human rights of poor indigenous peoples as well as socio-economic development as well as increase government facilities for indigenous beneficiaries. Following this, with the help of Josinta Sumer, project facilitator of IPDS the list of houses given by the prime minister through public representatives and government administration was received in April 2020 and it was completed after two months of construction. She thanked the Government, IPDS, MJF which gives her the way and process.

বিষয়: করোনাকালীন সময়ে আয়বৃদ্ধিমূলক কার্যক্রম (হাসঁ মুরগি পালন)
সুফলভোগীর নাম : কুইল সুটঙা(১৯২৯৬০০১৩২৭)



কুইল সুটুঙা মৌলভীবাজার জেলার বড়লেখা উপজেলার উত্তর দক্ষিণভাগ ইউনিয়নের দুছরি পুঞ্জির একজন বাসিন্দা এবং আইপিডিএস কর্তৃক পরিচালিত প্রকল্পের একজন সুফোলভোগীর সদস্য। পরবর্তিতে মাধবকুন্ড পুঞ্জিতে স্থানান্তর হয় এবং বর্তমানে মাধবকুন্ড পুঞ্জিতে অবস্থান করছেন। পরিবারে দুই ছেলে দুই মেয়ে রয়েছে। দরিদ্র পরিবার হওয়ার কারণে শুধু পান চাষ করে তাদের পরিবার পরিচালনা করা দুসাহ্য হয়ে উঠেছে। গত বছর করোনাকালীন সময়ে তাদের পরিবার আরোও কষ্টকর হয়ে উঠে এবং পরিবারের অর্থনৈতিক ক্ষতি হয়েছে। মানুষের জন্য ফাউন্ডেশন ও এফসিডিও এর সহায়তায় এবং আইপিডিএস সংস্থা কর্তৃক বাস্তবায়নে করোনায় ক্ষতিগ্রস্ত আদিবাসী নারীদের আয়বৃদ্ধিমূলক কার্যক্রমের জন্য ৭,০০০ টাকা প্রদান করা হয়। উক্ত টাকা দিয়ে কুইল সুটুঙা ৫ টি মুরগি, ২ টি মোরগ ও ৫ টি হাস ক্রয় করেন। উক্ত হাস মুরগি পালন করার এক বছরের মধ্যে প্রায় পাঁচহাজার টাকা হাস মুরগি পালন করেন। বর্তমানে তার হাস ও মুরগির সংখ্যা বৃদ্ধি পেয়েছে। উক্ত হাস মুরগি পালনের মাধ্যমে তার সংসারের যাবতীয় খরচ পরিচালনা করতে পারছে। তিনি এই সহযোগিতার জন্যে আইপিডিএস ও মানুষের জন্য ফাউন্ডেশনকে ধন্যবাদ ও কৃতজ্ঞতা জানান।

বিষয়: করোনাকালীন সময়ে আয় বৃদ্ধিমূলক কার্যক্রম- ছাগল পালন
উপকারভোগীর নাম: জসপিনা রাংসা (১৯২৯৬০০২০১৭)



শেরপুর জেলার
নালিতাবাড়ী
উপজেলার মায়াগাসি
গ্রামের বাসিন্দা
জসপিনা রাংসা। চার
সদস্য নিয়ে তার
পরিবার। বিগত ২০১৯
সালে আইপিডিএস
কর্তৃক বাস্তবায়নে ও
মানুষের জন্য
ফাউন্ডেশন এর
সহায়তায়
আদিবাসীদের অধিকার

সুরক্ষা ও জীবন মান উন্নয়নের লক্ষ্যে একটি প্রকল্পের কার্যক্রম শুরু করে। তখন জসপিনা রাংসা উক্ত প্রকল্পের পরিচালিত দলীয় সদস্য হয়। প্রকল্পের কার্যক্রম শুরুর এক বছর পর সারা বিশ্বে করোনা মহামারী দেখা দেয়। এমন সময় তার স্বামী দ্বীপসন মানখিন ঢাকায় একটি কোম্পানীতে চাকরি অবস্থায় চাকরীচ্যুত হন। এমন দুযোগ সময়ে জসপিনা রাংসা তার পরিবার কিভাবে চলবে সে দুশ্চিন্তায় মানসিকভাবে ভেঙ্গে পড়ে। এই দুযোগ সময়ে কোথাও কোন সাহায্য পায়নি। এমন সময় আইপিডিএস ২০২১ সালের ফেব্রুয়ারী মাসে পরিবারে আয়বৃদ্ধিমূলক কার্যক্রম পরিচালনার জন্যে ৭,০০০/- টাকা নগদ অর্থ সহায়তা দেওয়া হয়। সেই টাকা দিয়ে জসপিনা রাংসা ২টি ছাগল কিনে। সেই ছাগল যত্ন ও লালন পালন করে। পরবর্তিতে ছাগলটি ২ টি বাচ্চা দেয়। তার আরও আগ্রহ বাড়তে থাকে। সে অনেক যত্ন করে ছাগল পালন করতে থাকে। ছাগলটি আবারও গর্ভবতী হয়েছে। সে অনেক খুশি হয়েছে। তার চিন্তা ছাগল পালন করে সে পরিবারের আয় বাড়াবে। উক্ত সহায়তা পেয়ে জসপিনা রাংসা আইপিডিএস ও মানুষের জন্য ফাউন্ডেশন এর কাছে অনেক কৃতজ্ঞ এবং উক্ত সহায়তা আরোও বৃদ্ধি করার জন্য অনুরোধ করে।

IPDS-SRHR Project

Awareness session on SRHR for Indigenous Women Garment Workers in Bangladesh

IPDS has been working to build awareness on SRHR for indigenous women Garment workers. A huge number of indigenous people are living in different cities and working in Garment Sector. They are facing uncertain challenges in their way of urban life. They deprived also their rights including SRHR issues.

To address this issue IPDS organized total 3 number of awareness sessions held in November 2021. The First session was held on 17 September 2021 at CBCB Centre. Total 25 participants were attended. Among the participants 20 were women. Second session was held on 29 October 2021 at Savar and the third one was held on 12 November 2021 at Gazipur. Total 128 participants were attended where 85 participants were women and girls. Participants were from indigenous communities including garment workers, leaders and youth activists.

The objective of the events was to raising awareness on SRHR and inform about government services.

The event schedule was:

- Opening
- SRHR
- Open discussion
- Finding challenges

In the first event Mr. Alexius Chicham, National Coordinator, ILO, Dr. Ruma Rumjhum Mrong, Consultant, Anesthetist, Government Health Department were present as Resource Person while

Mr. Sanjeeb
Drong,
President of
IPDS
presided over
the event.



Ms. Tuly
Labanna

Mrong started the program by greetings and welcoming everyone. She said, 'It is very important and essential for indigenous women to discuss SRHR issues separately and openly. Because they

are not aware about that and has social taboo. They are still feel shame to discuss this matter openly even in family. But it needs to discuss openly and in the family as well as in the society.

In the beginning Mr. Alexius Chicham, National Coordinator, ILO remarks his valuable speech on labor law and ILO. He said, everyone who works in Garment sector needs to know about labor law. It is very important for everyone to know about this. Because the labor law speaks of all your rights and ensure your decent work environment. The ILO works with workers, owners and the government on many issues.

In the open discussion, participants answers the following questions:

- What about thinking on SRHR
- How much concern in the family about that?
- What kind of problem does it deal with?
- Where advice or treatment is taken in this regard

Participant's opinion:

They know about SRHR but not clearly or sufficient. The issue is not that much discussed in the family. Generally, mothers tell their children about ministration and other related issues, if necessary. But men are not involved in these issues in the family. They think that it's only for girls and women. No one talks much about physical problems because they think it's a personal matter. If they have a sexual health problem, they first try to treat it themselves, without consulting with a doctor. Sometimes if necessary, they talk to each other secretly.



Besides no one consults in the initial stage of physical problems. If it became severe, a lot of money has to be spent for treatment. As a result, they became financially destitute. For example, uterine problems, breast problems etc. they hide in the early stages. In costs a lot of money to go to the doctor in the city, so they do not do that.

Presentation:

Dr. Ruma, presented power point slide on SRHR during her speech. She describes details the following points:

- Health and Reproductive Health

- Content of SRHR
- Rights
- Gender diversity
- Government services

She said, health and wellness are very important things in human life. At first, she described fallopian tubes because as a doctor she thought it is important to know about that. What are functions of body parts and what can be the problem and how to take care. It is not possible to stay healthy without knowing it.

Many people suffer from many complex diseases because they are not aware of it in advance. If you know how to take care of the body, you can stay healthy. So, everyone needs to be aware on SRHR. Many men think it's a matter of only girls. But they need to understand that it is everyone's responsibility to stay physically healthy. Everyone has the right to sexual and reproductive health and care. Even there is a right to medical treatment and get to information.

She also informs them – The governments structure of healthcare is very good but there may be some problems in its implementation. There are opportunities to work at the grassroots level. We also need to know what opportunities the government has in healthcare. You have to go to the government health complex for treatment. The government has a day care center for the children of garment workers in Gazipur district. This is good initiative from government.

In the second event at Savar, Jahangir Alom, Worker at Urban health care project attended as discussant and share about the activities of government urban health care project. He said, all services from conception to delivery are provided under this project. Even the ambulance service provided during the covid-19. He urged to the garment workers to look into these governments' programs.



In the third event at Gazipur, Dr. Bhaba Tosh Das, Assistant Medical Officer attended as Resource Person. He mentioned that this is a very important program. Because you need to know and be aware of SRHR. One problem that can be noticed is child marriage. Everyone should be made aware about child marriage. The government is also taken initiative to aware about child marriage. He further mentioned that now youth corner has been set up in every Upazila. So, he urged to them go there if the youth have any problem or to talk.



Finding some challenges:

Lack of proper knowledge about SRHR

Keeping sexual reproductive issues as a secret matter

Not consulting with a doctor at the right time

Not paying attention and not being aware of this issue in the family and socially

Not aware about government programs on SRHR

Have no proper communication and not talking openly about this

IPDS-UNDP HRP Project

Project Title: “Promoting the rights of ethnic minorities through awareness raising and engaging duty bearers at local and national level”

Objectives:

- To increase awareness and capacity building on human rights of indigenous peoples in the plain land;
- To contribute to protect and promote the culture of indigenous peoples in Haluaghat and Dhobaura upazila under Mymensingh district

Major Activities:

1. Awareness raising session on Human rights and indigenous peoples rights;
2. Training on human rights and indigenous peoples rights;
3. Consultation meeting with indigenous peoples, group leaders and youth;
4. National level dialogue with Gov. NHRC, CSOs, Media on Indigenous Policy;

Activities have done this year:

National level dialogue with Gov. NHRC, CSOs, Media on Indigenous Policy

On 24 February, 2021 a national level dialogue on Indigenous Policy is held at YWCA conference hall. Indigenous leaders from different part of the country were attended. The chief guest of this dialogue event Me. Nasima Begum, Honorable Chairman of National Human Rights Commission, Bangladesh said, it is timely initiative by IPDS to arrange this event. Government should take measure to make a indigenous policy in Bangladesh. We, NHRC recommend and draw attention of the government to take initiative. She also suggested that to do a draft policy and discuss on it involving all stakeholders. She express her interest to involve in this process and assure that NHRC will do its best. Mr. Rashed Khan Menon, MP, former minister and founder convenor of The Parliamentary caucus on indigenous peoples said, in 80s, there was no debate on indigenous terminology but now government circulated notice not to use the word Adivasi. Mentioning the SDGs slogan no one left behind he said it is our constitutional and political responsibility. He suggests to discuss further about it including social and political parties in Bangladesh. Ms. Aroma Datta, MP, said the importance of indigenous policy cant be described in word but what will be the method? Indigenous peoples are facing discriminations and depriving historically. If there is a policy than it will helps to work for them. Caucus can play an important role for that. She also said that if we work together on this issue it will add value. Mr. Andrew Macgregor, Chief Technical Adviser of UNDP HRJP said, there are 3 million indigenous peoples in Bangladesh among 50 communities living in pain and hill tracks. They have no segregated data. Mentioning the constitution, UNDRIP, Five Year Plan of Bangladesh and protect and promote the rights of indigenous peoples the policy is important. He thanks to IPDS for dealing the important issue for indigenous peoples. Professor Dr. Mesbah Kamai, University of Dhaka and an expert member of Parliamentary caucus said, indigenous peoples are vulnerable and marginalized. If Bangladesh really wants to ensure their rights policy must be needed. He request to international and national development partner particularly UNDP and ILO to support for this initiative. Mr. Alexius

Chicham, National Programme Coordinator, ILO, Dhaka, Mr. Eugin Nokrek, President JAUP, Ms. Sulekha Mrong, ED, AMS, Mr. Theofil Nokrek, Director, CDI were also spoke among others.

Lesions learnt:

1. Involving non indigenous peoples in cultural event is useful to build harmonize society and respect their rights each other.
2. Cultural programme is very effective tools to inspiring them about cultural rights
3. Youth leaders are proactive to take challenges at any situation even COVID-19 pandemic.
4. Indigenous leaders shared their views in their own language which is more effective and inspirable for community people
5. Post training school teachers are teaching their students about indigenous peoples rights in their class both indigenous and Bengali people students which sensitizing students about indigenous peoples rights;

Challenges:

Pandemic situation due to COVID-19 interup to continue project activities timely; As most of the participants are beeing poor some times they do not willing to attend meetings; Indigenous traditional and cultural instruments are not available; There is no platform for indigenous cultural practice;